THE SURVEY

MIDMONTHLY

AUGUST 15, 1924

Cornelia Stratton Parker on The International Child That Grows While It Talks. *Senator Pepper* on The Labor Injunction: a Touchstone of Opinion

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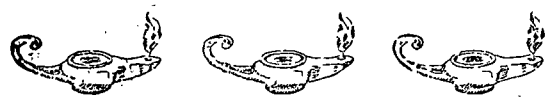

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THE SURVEY

Midmonthly Number

Vol. LII, No. 10 August 15, 1924

CONTENTS

It Grows While It Talks - - *Cornelia S. Parker* 531
Jonah - - - - - - - - *Neva R. Deardorff* 534
THE COMMON WELFARE - - - - - - - - 535
HEALTH - - - - - - - - - - - - - - - 537
The Public Health Nurse, Friend of the People, *Adelaide R. Poole, R. N.*—The Health Shop, *Katherine Z. Wells*
INDUSTRY - - - - - - - - - - - - - - 541
The Labor Injunction—a Touchstone of Opinion, *George Wharton Pepper*—Where Are the Social Engineers?
COMMUNITIES - - - - - - - - - - - - 544
Home-Made Communities, *Alexander MacLaren*—Prohibition in Chelsea, *Mark McCloskey*
SOCIAL PRACTICE - - - - - - - - - - - 547
Pioneers in Hungary, *Carolyn Frances Kennedy*—More Frenchmen, *Charles Cestre*—A Parable, *Henry W. Thurston*
BOOK REVIEWS - - - - - - - - - - - - 550
SOCIAL WORK SHOPTALK - - - - - - - 552
COMMUNICATIONS - - - - - - - - - - 553

The Gist of It

IT TAKES faith, and some perspective, and sophistication to read the signs of the times—more particularly in the painfully experimental field of international cooperation. All these qualities Mrs. Parker brings to the task of recreating for Survey readers the sixth international labor conference (p. 531).

IT TAKES penetration and detachment to see the real bearings of such a fervently controverted issue as the use of the injunction in labor disputes. The Survey welcomes the opportunity to publish Senator Pepper's very lucid interpretation of that issue (p. 541).

WHEN Miss Deardorff—till recently associate editor of The Survey—is not codifying children's laws or analyzing orphanage budgets or otherwise contributing to the scientific study of child welfare she has a weather eye out for the little tragedies and comedies of children which flash across the vision of most social workers but which are too infrequently caught and recorded. Japhethie's Conviction of Sin, in the July, 1923, Survey Graphic, was one of these; Jonah (p. 534) is another.

THE particular "friend of the people" who writes of the public health nurse's job (p. 537) and one promising way to increase its usefulness, Miss Poole, is a registered nurse, now executive secretary of the Montgomery County Committee on Tuberculosis and Public Health, with offices in Amsterdam, N. Y. She went to Hornell, N. Y., in 1911 as one of the first public health nurses in "upstate" New York, and has since seen service in France, Serbia and Montenegro.

MISS WELLS (p. 539) is secretary of the extension and development service of that continually-extending-and-developing organization, the New York Tuberculosis Association.

WITH headquarters at the Ontario Agricultural College, Guelph, Ont., Mr. MacLaren is a sort of informal prophet and practitioner of rural community betterment throughout the province, teaching the principles of community organization at Guelph, visiting here and there, lending a hand, talking progress, and generally helping country communities to find themselves (p. 544).

THE glimpse at the regeneration of social work in Hungary which Miss Kennedy gives on p. 547 will recall a similar sketch by the same author (an American social worker serving abroad, who has chosen this pseudonym) of the industrial pioneering done by Marta Gyömröy (see The Survey, March 15, 1924).

MORE FRENCHMEN (p. 548) is the latest note on current social developments from The Survey's correspondent in France, who is professor of American civilization at the Sorbonne.

A PARABLE should not be annotated. Nor should Mr. Thurston (p. 549), head of the department of child welfare at the New York School of Social Work, be introduced to Survey readers.

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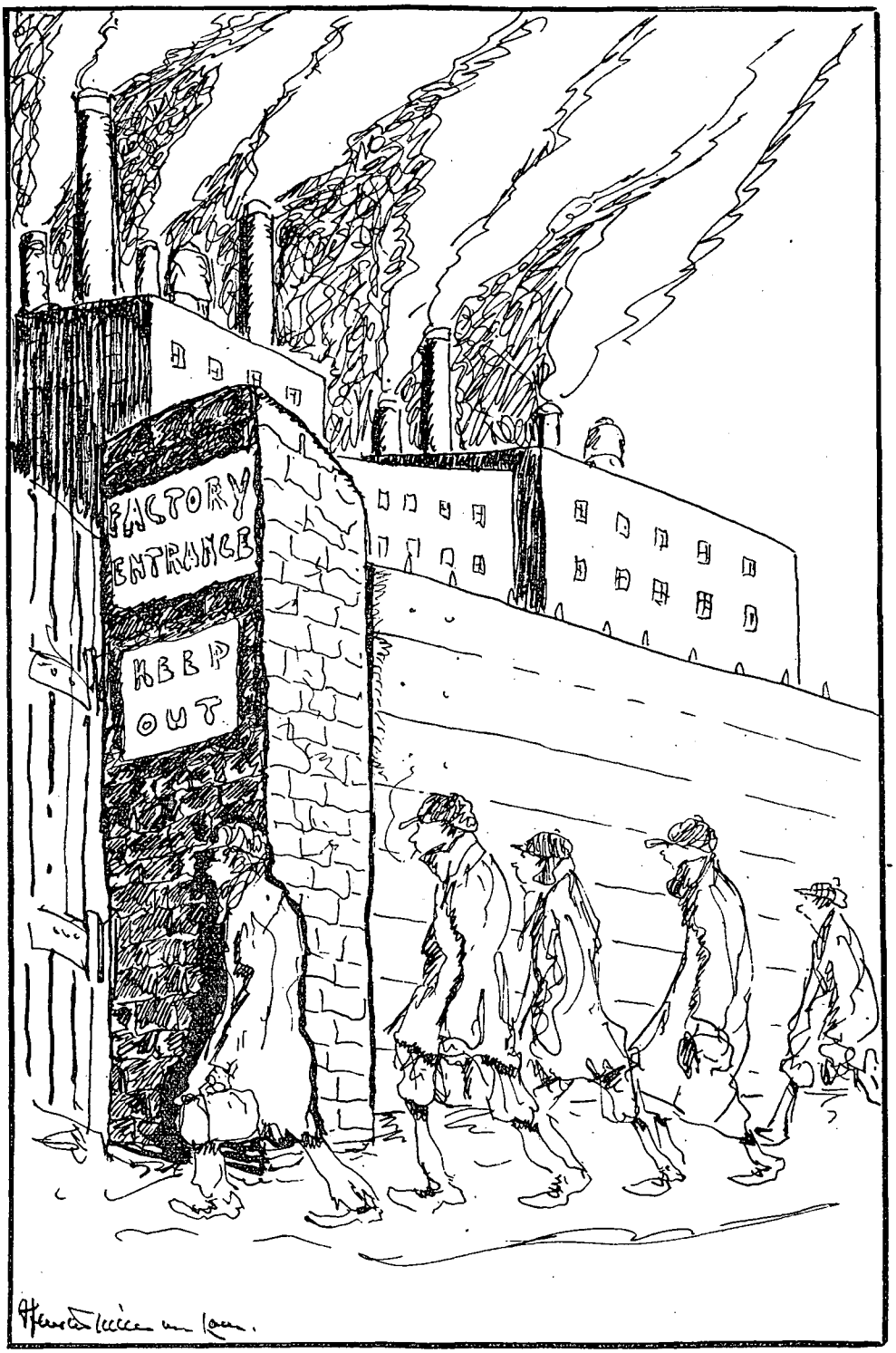

Hendrik Willem Van Loon

The International Labor Conference recommends . . . that workers be allowed complete freedom in the use of their leisure time. (Page 533.)

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THE SURVEY

MIDMONTHLY

August 15
1924

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It Grows While It Talks

By Cornelia S. Parker

IT is not alone that the stature of this child waxes from year to year—and wax it does a bit in height and girth, but that its disposition is improving. A fact to bring it more into favor in the eyes of the Lord than were it twice as fat and tall.

Measuring its age by its Conferences, this six-year-old manages to hold its own and develop in a way to annoy souls who prefer to see all international children die young, granted the inexcusable fact of birth itself has willy nilly taken place. Though even the humane of us, who are willing to let all God's internationals live and breathe and prosper, must admit that like most children, and more adults, this particular offspring of the Treaty of Versailles talks too much. Oh but employers do love to talk! Oh but workers do love to talk! Oh but government delegates do love to talk! But so many of them have come so far to this Geneva, nor is it every day a man gets the chance to make a speech before thirty-nine different nationalities—some 275 delegates and advisers, from Norway and Sweden to South Africa on one side of the world, from Canada to Chili on the other (excepting, for the main, Turkey, Russia and the United States of America, as nations sufficient unto themselves). Once we exchanged the last grunt for the first verb it would seem that, young and old, white, tan and black, we have but stumbled further and yet further along the seductive path leading into the thick jungle of unending speech-making, through the tangled branches of whose moss-grown lichened trees does one all but never catch a glimpse of clear blue sky. And when, oh when, a star? Is there no help for it but to return to grunts? Nor does the fact that one stands up and talks in a foreign language which no one understands, or in French or English, which, as spoken by certain stalwart delegates, no one understands, deter human nature from volubility. The next day one reads one's speech in both French and English in the Provisional Record of the Sixth Session of the International Labour (sic) Conference at Geneva. And one, we suppose, sends a copy to the wife in Latvia, China or Brazil.

Again this year Mrs. Parker, author of a growing bookshelf—from An American Idyll to Jenny the Joyous—attended the International Labor Conference in Geneva as The Survey's representative. Here she tells what she saw and heard. Last year (see The Survey for December 15, 1923) Mrs. Parker was talking of its progress in terms of glaciers; this year its growth is that of a child!

As with all large bodies meeting for the purpose of getting something accomplished, the real work of the Labor Conference is done in committees. The first formal assembly—flags of all the nations (except the United States of America, Russia and Turkey), sunshine, photographs taken from the left of the hall, the back, front, and right, the entire Council of the League of Nations on the platform lending dignity and importance, three rows of press gallery, every seat taken, visitors' gallery full to overflowing, Margaret Bondfield nominating Branting of Sweden as President of the Sixth Conference, and Branting's speech of thanks and of welcome, with its last sentence—"The reason for our optimism is our common faith in the necessity for justice and peace. It is in peace that the peoples of the world, united

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in new bonds, will be able to ensure happiness and justice to all workers; it is by this work of social justice that peace will be guaranteed," moving picture operators at the entrance as the crowds of Babel pour out—And then they divided up into commissions and got down to work.

THIS year there were five commissions sitting on as many subjects—anthrax, equality of treatment for national and foreign workers as regards workmen's compensation for accidents, worker's leisure time, unemployment, night work in bakeries, weekly suspension of twenty-four hours in glass manufacturies where tank furnaces are used. Off-hand we decided the subject of the Development of Facilities for the Utilization of Workers' Leisure would repay one the best for steady morning and afternoon visiting. But once we stumbled somewhat accidentally into glass we never left it, except to wrench ourselves away now and then because bakers were discovered to have fascinations not always to be resisted.

We clung to glass because within the four walls of that committee-room twice a day were fought over the main problems with which the International Labor Office is faced and over which it must ride to success on any great issue: the ever-present conflict between employers as a class and workers as a class; the competition between old methods of manufacture and the new; international competition between states members; and lastly the fact that, no matter what forward-looking action is taken internationally, there stands the United States without the pale, free to compete on her own terms. Indeed in that room were argued over almost every phase of modern industrialism, International Labor Office or no International Labor Office, with every interested party present in person—employer, labor, government—consumer represented only, it must be admitted, by one American woman taking notes for The Survey and never asked officially whether she would be willing to pay 18 to 35 per cent more for sheet glass that a worker might wheel the baby-buggy Sundays.

The issue was fairly clean cut. The employers were quite willing to grant a weekly rest of twenty-four hours to every worker in glass manufacturing, only it should be a weekly rest in rotation, and no stoppage of production. The workers would have none of a rest any old day in the week. They wanted their rest when the rest of the world had its rest—a collective rest, and on Sunday. "Do you mean by that," rises and demands the British expert for the employers, "that you want a stoppage of the machines? Yes or no?" "Yes," rises and replies the British worker's adviser. "We want a stoppage of the machines!" And for days they fought. Stoppage of the new automatic Fourcault and Libby-Owens machines would mean from 14 to 35 per cent loss in production, an increase of 35 per cent in price to the consumer, and glass of an inferior quality, and some other day of rest was just as healthy as Sunday. The workers argued in Czechoslovakian, German, French and English that human welfare stood higher than machines, that experts themselves were not agreed as to the effect of stopping the machines, and that Sunday was Sunday.

But there are the *economic* reasons why workers should not have a collective Sunday rest where the new processes are used.

Say the word economic and the worker gets purple in the face, the employer clinches his jaw. The fight is on in earnest. Certain workers may admit technical difficulties in the way of their leading the fuller life; say economic reasons—I will not make so much money, some person will have to pay more for what in bought—Humanitarianism is above profits, roars the worker in the tongues of Babel.

Tuesday off is as humanitarian as Sunday, and we can't stand international competition.

Sunday is Sunday and if everybody sign then international competition is not affected.

But if every one doesn't sign? And the United States?

And then just anyway there are our old employing friends saying in strange languages that employes *like* to work on Sundays—perfectly satisfied, perfectly satisfied. Then, blusters the German workers' delegate, red in the face, to the Belgian employers' delegate, the devil take your workers if they're satisfied. And for a moment it looked as if the war to end war was to be begun all over again. The German chairman ruled that internationalism was not to get personal.

And in the end the inevitable and necessary compromises, the workers getting less than what they wanted, the employers giving up more.

After hours of discussion the employers were forced to see a combination of workers and government delegates vote through Article 1 of the Draft Convention to be submitted to all States Members for ratification: "Work shall be suspended for twenty-four consecutive hours per week in glass manufacturing processes where tank furnaces are used, subject to the conditions and exceptions laid down in the following Articles." Every employer delegate voted against Article 1.

In Article 3, under exceptions: "(1) work which must necessarily be carried on continuously for technical *or economic* reasons," the word economic was inserted by a combination of employer and government delegates, every worker voting against it. When it came to the vote of the Conference in Plenary Session on the Draft Convention as a whole it was accepted by sixty-eight to twenty-eight, the twenty-eight against being the solid employer vote.

"It is splendid," whispers some outsider, "that France brought up this proposal of a twenty-four hour suspension of work in glass manufacturing processes where tank furnaces are used." "That," replies the cynic, "is because France possesses no tank furnaces."

THE commission sitting on the suspension of night work in bakeries had the problem of employer against worker, the problem of old methods of production against new, and except for a Swiss delegate bringing up the point that Geneva and Zurich had both voted against the abolition of night work in bakeries for fear of foreign competition across the border, there was no question of internationalism. Again the consumers were represented by an American taking notes for The Survey, who longed to get up and tell them that their tears shed for the tragic figure of the soul forced to eat bread perhaps a few hours old were tears mis-shed, since fresh bread wasn't healthy anyhow and who in their senses but would exchange all the morning bread of Europe for one piece of crisp fresh American toast? It is true that representatives of the French Consumers' Co-operative Societies and the Consumers' Cooperative Societies in Germany did speak for consumers and producers combined, and both were unenthusiastic over suppression of

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night work. Consumers must have their fresh bread. Also prohibition of night work would increase the price of bread. Also nothing must be done to hinder the evolution of the baking industry along efficient lines. Worry on the part of cooperatives, worry on the part of those who held that "the prohibition of night work in bakeries would strike a fatal blow at private industry." Again one heard all the fearsome calamities which would overtake business were certain measures ever to be put in practice. Again one heard that those very measures had been put in practice already in certain lands or localities and nothing fearsome had come to pass. One moment you saw the world breadless, master bakers in the poorhouse, the next you saw contented lands filled with inhabitants eating just the age bread they would soon get used to eating, and bakers bounding eagerly forth after an evening of family life and a night of sleep. Except Japan let it be understood she intended keeping on eating rice and the Scandinavian countries would have their rye-bread when and how they would have it.

But the high points in the bakery commission and on the floor of the Conference when it came to discussing the Draft Convention on this subject of night work centered about Individual Liberty, with, as usual, the Anglo-Saxon to the fore as the defender of my-house-is-my-castle principle. If a poor little baker baking all by himself wanted to bake all night, where this side of paradise was the person to say him nay? (Of course there were those to state, besides, that night baking was healthy.) Nor was it so much the Anglo-Saxon who championed the lonely baker. Let no one say that employers are heartless. The rights of the lonely baker would be interfered with over any employer's dead body. There was no sense to the Draft Convention, said workers and government delegates, if bakers working alone were allowed to bake at night and thus unfairly compete with bakeries forced to close. The employers stood consistent. Hands off business. And the employer with his hands-off policy went down to defeat—twenty-two votes to twelve, the twelve being twelve employers. The Draft Convention, to take effect in January, 1927, prohibiting night work in bakeries (the term night signifying a period of at least seven consecutive hours) was carried in the Conference as a whole by a vote of seventy-three to fifteen.

THE difference between the atmosphere of the commissions on a twenty-four hours suspension in glass works and abolition of night work in bakeries, and the commission on the utilization of the workers' leisure was the difference between arguing about something definite and something indefinite. Now and then duty called and we betook ourselves to the Leisure Time Commission. By contrast with glass and bakeries they were dozing. Usually, as we came in, the British Government delegate was telling the Chairman in his very perfect English that the commission seemed to be endeavoring to settle every problem of social legislation, that they were biting off more than they could chew, only since the British Government delegate was a poet he expressed it otherwise.

Yet the problem of leisure, tho unapt to lead to blows, is of interest to us mortals. Whether a man prefers to use his leisure by raising pigs or playing cricket is not of such moment as that he have the leisure to use on one or the other or something else. The growing acceptance of the principle of the eight-hour day throughout the western world means that the use of time thus saved to the worker is of not only individual but social moment. There were some states, in answer to the questionnaire sent out by the Governing Body before the Conference, who felt that on the whole what the worker did with his spare time was decidedly up to the worker himself. The majority, however, favored some form of community assurance that facilities be encouraged to enable workers to make the best of their leisure. After reading the Draft Recommendation accepted by the Conference, one concludes that if the communities do their part and the workers meet them fifty-fifty, said workers are going to possess the best muscles, brains, homes, gardens, and live stock in their localities. Forget not, however, the year is still 1924. Paragraph 3 of the preamble reads "And whereas a well directed use of this spare time.....may increase the productive capacity of the worker and increase his output and may thus help to obtain a maximum of efficiency from the eight hour day....." Still, to some, a purposeful world. The suggestion to delete this paragraph entirely, raised by the Irish and British government delegates before the Conference as a whole was voted down fifty-two to thirty-five, after the Secretary General had explained that the paragraph had been inserted in the original Draft Recommendation, not with any thought of better output being the object of the recommendation, but to forestall the argument continually raised against granting leisure time to workers that by so doing it would lessen their efficiency. In the Recommendation voted through by the Conference, such matters were dealt with as preserving to the worker his spare time through removing the need of other paid work after his eight hours (collective agreements as to adequate wages) and well conceived transport systems; the promotion of health and welfare through public baths and legislation or private action against the misuse of alcohol, against tuberculosis, general desease, and gambling; the importance of a wise housing policy; the encouragement of domestic economy and family life, games and sports, technical, domestic and general education. At the same time the Recommendation takes notice of the fact that workers should be allowed complete freedom in the use of their leisure time. Adopted, seventy-nine to sixteen, the sixteen being employers' delegates.

THE majority report of the Commission on Anthrax recommended that no international action be taken for the present, which stand called forth an incriminating minority report, Mr. Ben Tillet chief spokesman. The six-year-old became almost naughty at this point, all but called names, all but shook its fists. Charges, countercharges. Ulterior motives for suggesting no action on anthrax—profits above human life. Mere practical considerations for not suggesting action on anthrax—the actual situation, namely the extent of anthrax, chiefly confined to Great Britain, the still limited knowledge concerning preventive measures and the expense of application, made extremely questionable any possibility of united international action.

The commission on the subject of unemployment presented a resolution, unanimously accepted, favoring an expert international study in conjunction with the League of Nations and International Labor Office, based on expert national studies, of the problem of unemployment, and

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with special regard to such factors as the operation of credit, general instability of prices, and the dislocation of exchanges. A draft Convention and Recommendation concerning the equality of treatment for national and foreign workers as regards workmen's compensation for accidents were accepted, eighty-five to one.

THE most important general discussion in the Plenary Sessions centered around the subject of the eight-hour day. It is a continual thorn in the flesh of the International Labor Office that more States Members do not ratify the Eight Hour Convention. There is no doubt but that the eight-hour sentiment is growing through the world, yet each country holds back from official ratification of the eight-hour principle apparently waiting for other countries to ratify first. In this, as in all other matters, the International Labor Office can travel only so fast as its States Members travel, and no faster. But it can be tactful and encouraging and show the way, and this it appears to be doing in the matter of the eight-hour day, with the result that evidently France and Great Britain will both ratify the Eight Hours Convention shortly. It is hoped that Belgium will take similar action. International ratification is especially important as soon as posible in order to bring the pressure of good example on Germany lest she carry out her threat, already more or less in effect, to use the excuse of reparations to backslide entirely from her former acceptance of the eight hour principle. Ratification of the Eight Hours Convention on the part of the leading industrial nations would be the very biggest, brightest feather in the cap of the International Labor Office. The smaller nations would surely follow in numbers, and the workers of the world would feel a new faith in their international guardian.

More important than discussions and debates, than conventions or recommendations passed by the Sixth International Labor Conference, was the spirit of the gathering. We spoke of the improved disposition of the six-year-old. It was but the reflection of the improved disposition of Europe as a whole. The elections in England and France have given tolerance and liberalism a new breath of life, and workers, employers and governments, whether assembled in international gatherings or on their respective national and private jobs, feel a new spirit to the times. The spirit may not immediately translate itself into action, but it is there. Hallelujah.

Jonah

THE high-pitched voice of the little boy could be heard across the field as he argued with his garrulous and somewhat deaf great-grandmother.

"Ah ain't no niddah," he would assert with belligerent finality. And in truth, at least half of his antecedents were of the conquering race, as his flushed gold-colored skin and silken hair bore witness. His great grandmother, though of pure blood and darkest hue herself, had great contempt for the younger "no-count" Negroes of the village. Up to middle life Aunt Hannah had been a slave in a favored household position. Respectable, hard-working and a convinced believer in the superiority of the institution of slavery, she now enjoyed the friendship, indeed the respect, of the better people of the village.

Her children were a sore trial to her. Upon emancipation they had left her and trooped off to see the world at the county seat, and most of them had got into trouble. The oldest son, Jonah's grandfather, had died in state's prison, a fact to which Jonah was wont to refer with relish and an expanding chest, "Mah granpa, he buried in jail yard in Atlanta." His mulatto wife was completely under the ban of Aunt Hannah's disapproval, as was the handsome Luella, their daughter, who preferred gay clothes to hard work. When she brought her little boy, who strongly resembled his white father, a not disreputable young man of the village, to her grandmother, Aunt Hannah drove her off with a flood of vituperation while she clasped the baby in her withered old arms.

For four years Jonah and Aunt Hannah lived in the cabin together. Deaf, with failing sight and with no coin of the realm save what she earned by washing, the old woman tried to bring up the little boy.

As a baby he toddled after her while she worked. To his thousand questions she gave strange answers, but through them all ran the thread that his daddy was a white man and "niggers" were "no-count."

When Jonah got big enough to visit the white house across the little field, he found it a place of enchantment. There were grown-up white folks who enjoyed his antics, who showed that they thought him handsome, who talked to him and taught him funny tricks. They petted him a bit and gave him real boys' clothes to replace the faded aprons his great-grandmother provided. Their cool, dark house was a tavern of treasure and mystery, their barn and woodshed were places of immense moment. The dog, Spot, was a boon companion. . . .

One day his arrival was delayed. Presently he came around the house. "Ah know sumfin you doan' know," his manner was important. "Mah gramman, she daid. Old Jennie Dee, she dar now. All de niddahs from de hill come down." Out of respect for Aunt Hannah's venerable age and honorable reputation, the white folks arranged to bury her in the white cemetery—a privilege never before accorded a Negro. The folks at the big house kept Jonah while the burial rites were in progress. Of death he was quite unaware. Of social distinction he was acutely conscious. As he saw the little procession leaving the cemetery, he burst out laughing. "Ah bet ole Jim Tarey rarin' mad to hab a niddah's grabe next to his'n."

It was not until the next morning that the foundations of Jonah's world collapsed. His kin were preparing to take him back with them to the Negro quarter in the county seat. It filled him with a sickening consternation. To leave the big house, to leave Spot, to leave all the familiar haunts and field and garden, to leave the cabin! But worse, far worse than that—to go to live with niggers! He wouldn't be caught in such a trap. He would hide. Quietly he took the familiar path across the field, entered the woodshed very softly, and crept far back under the old work bench.

Presently the voices of his relatives were heard at the back door. Had Jonah been seen about? A hunt ensued—and he was soon discovered. He clung to the leg of the bench, so that it took two people to break his hold. As defeat claimed him, hoarse with rage and torment, he shouted to his vanishing world, "Ah ain't no niddah! Ah ain't no niddah!"

NEVA R. DEARDORFF

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The Common Welfare

SENATOR PEPPER'S discussion of the injunction in labor disputes (p. 541) has a peculiar timeliness. The injunction issue as dealt with by the parties and presidential candidates in the current political campaign seems destined to have a decisive influence upon the political future of organized labor and so of American political and social life in general. As the Senator shows, the issue is vital to the very existence of the organized labor movement. If the present power of the courts to paralyze the trade unions by writs of injunction should be persistently sustained by American public opinion, then "the unions would lose their reason for existence." This accounts for that revolutionary sentiment to which the Senator refers. Is it probable that the organized labor movement in America will succumb without a struggle? What form will the struggle take? What will be the course of public opinion? Senator Pepper, addressing the members of the American Bar Association on the eve of their sailing for their joint session with the British Bar in London urged them to look for an answer in the record of the English law and the attitude of the English people toward labor.

THE increasingly drastic use of the writ of injunction by American courts, and especially the writ by District Judge James H. Wilkerson during the strike of the railroad shop crafts in 1922, has deeply modified the traditional non-partisan attitude of organized labor and is largely responsible for the present participation of the railroad and allied unions in the third party movement. Senator Pepper no doubt had in mind the analogous Taff Vale case in Great Britain and its decisive effect upon English public opinion. On September 5, 1900, on petition of the Taff Vale Railway Company in South Wales, the court issued an injunction restraining the Amalgamated Society of Railway Servants from persuading or otherwise endeavoring to prevent persons from working for the plaintiff. The case was carried to the highest appellate tribunal, the Law Lords of the House of Lords, where the lower court was sustained.

At that time, non-partisanship in politics was generally characteristic of the British labor movement. The trade unions there, like our trade unions, sought to elect their friends in the older parties and defeat their enemies. Such labor men as sat in Parliament were as a rule members of the Liberal Party. The Labour Party was still known as the Labour Representation Committee—an organization not essentially unlike our contemporary Conference for Progressive Political Action. The first result of the Taff Vale decision was, according to the Webbs, "to make the newly-formed Labour Party, which had hitherto hung fire, into an effective political force. Up and down the country every society (union), great and small, and practically every branch, rallied in defence of its right to exist." In the following general election, the Labour Party elected twenty-nine of its candidates. These with twelve workmen, mostly miners, who had been elected under the auspices of the Liberal Party, formed a bloc which constrained Parliament to pass the Trades Disputes Act, which registered that crystallization of public opinion in favor of the unions to which Senator Pepper refers and which culminated in the present labor government.

The Trades Disputes Act, as Senator Pepper shows, deprived the courts of power to enjoin any act by or on behalf of a union if done in contemplation or furtherance of a trade dispute. It effected, by Parliament's overruling a decision of the British supreme court, that "complete abolition of the power of the courts to issue injunctions in labor disputes" for which American organized labor has long contended in vain. Its provisions, if embodied in American law, would render the unions immune from such action for conspiracy as was successfully taken against them in the famous Danbury Hatters' case and would make it lawful for them to disregard the individual contract the existence of which in the non-union coal fields, notably of West Virginia, led our courts in the case of Hitchman Coal & Coke Co. v. Mitchell to enjoin the United Mine Workers from soliciting members among miners who had signed contracts binding them not to join the union. Parliament took the ground that labor's attack upon the injunction was not an attack upon the courts and the judicial system as a whole, but rather a defensive-offensive upon which the very life of the organized labor movement depended. In enacting the law

The British Law

THESE SECTIONS from the British Trades Disputes Act of 1906 are pertinent to the current discussion of the injunction in labor disputes:

Section 1.....an act done in pursuance of an agreement or combination by two or more persons shall, if done in contemplation or furtherance of a trade dispute, not be actionable unless the act, if done without any such agreement or combination, would be actionable.

Section 2. (1) It shall be lawful for one or more persons, acting on their own behalf or on behalf of a trade union or of an individual employer or firm in contemplation or furtherance of a trade dispute, to attend at or near a house or place where a person resides or works or carries on business or happens to be, if they so attend merely for the purpose of peacefully obtaining or communication information, or of peacefully persuading any person to work or abstain from working.

Section 3. An act done by a person in contemplating or furtherance of a trade dispute shall not be actionable on the ground only that it induces some other person to break a contract of employment or that it is an interference with the trade, business, or employment of some other person, or with the right of some other person to dispose of his capital or his labour as he wills.

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it registered the judgment of English public opinion that "social development can best be pursued through organized effort" and that the trade unions had proved their right to live.

With respect to this fundamental issue of public policy, we in America, as Senator Pepper observes, are "experiencing the pangs incident to indecision." It is because of the grave implications of the injunction issue, more especially in their bearing upon the present ferment in American industrial and political life, that we welcome the opportunity of presenting Senator Pepper's authoritative discussion to Survey readers.

STRAIGHTNESS of Spirit"—interpreting their title literally—is the goal toward which the recently organized Association of American Orthopsychiatrists will bend their efforts. The association purposes to unite the work of those engaged in the study and treatment of problems of human behavior; its active membership is limited to psychiatrists engaged directly in this field in child guidance or mental hygiene clinics, prisons, reformatories, and the like—and psychiatrists who are teaching these subjects, while associate membership is open to interested persons who are not psychiatrists. The mere fact of such an organization, sponsored by the pioneers listed as its officers—William H. Healy of Boston, A. L. Jacoby of Detroit, Karl A. Menninger of Topeka, V. V. Anderson of New York and Herman M. Adler of Chicago—stands witness to our progress in bringing intelligence to bear on the troublesome abnormalities of human nature which through centuries have been prey to ridicule, fear, and superstition.

JULY first marked the closing date of the Harmon Foundation's offer to give fifty play-sites this year to growing American communities. The first announcement of this proposed gift was made through the press on March 31, 1924. During the three months following 750 requests for detailed information and preliminary applications were filed, and 125 formal applications were received.

The towns seeking Harmon playfields must meet an imposing array of conditions. To be considered at all a community must have at the present time a resident population of at least three thousand and show a growth of 30 per cent or more since 1900. In cities where such a growth has been made, suburban sections with at least three thousand within play distance of the proposed play space will be considered. $100,000 has been set aside for the total gift, making an allowance of $2000 for each tract. The foundation, however, consideres two acres a minimum area for a desirable playfield and therefore will not select playgrounds of less space. Where communities cannot secure land for a minimum of $1000 an acre, or where a larger purchase is desired, the foundation has offered to make its gift a final contribution provided the other conditions of the offer are acceptable. The title of each of the fifty playfields is to be vested in the municipality or the board of education with the provision that it is to be used permanently for recreation purposes only. Those towns will be selected which not only meet these and other conditions, but where the greatest interest is shown in definite plans for equipment, maintenance and supervision. To make each Harmon Field a community asset is the ultimate goal of the gift.

REQUESTS for a play-site have come from every state in the Union as well as the District of Columbia, Alaska and Hawaii. The greatest interest was shown in the southern states from which more than half the applications were received. Inquires were received from every eligible town in North Dakota.

About 25 per cent of the places from which formal applications have been received are planning to spend more in the purchase of land than the $2000 offered by the Harmon Foundation. In some cases this will be raised by private subscription and in others by city tax issue or outright purchase from present town funds. One city in the Middle West is prepared to spend $3000 additional for a two-acre tract of land in addition to the cost of equipping and maintaining the play place. A town in Oklahoma, if selected for one of the sites, will spend $6000 to purchase an eight-acre tract. The largest area applied for is 36 acres in a western town of about 9500 population.

Many of the appraisals show that the asking price of the proposed site is considerably less than the actual value; the reason is given that the owner has reduced the price to make the land come within the foundation's offer of assistance. The general spirit seems to be in keeping with that expressed by the True Citizen of Waynesboro, Georgia: "Better to vie with one another in doing the most than to place a single obstacle into the path of this constructive piece of work."

The conditions of the offer require that all applications must be endorsed by either the mayor of the town or the president of the board of education. It is interesting to note that a large number have come directly from these officials who saw the announcement in a newspaper and acted upon it. Applications have come, however, from many local organizations interested in community progress, such as parent-teacher associations, women's clubs, Rotary, Kiwanis, and chambers of commerce.

The present play-land activity of the Harmon Foundation is a continuation of the program for which the division of playgrounds was organized a little more than two years ago to encourage the permanent acquisition of land for recreation purposes while towns are in the earlier stages of growth and while desirable tracts can be secured for prices in keeping with city budgets, without the necessity of bond issues or expensive condemnation proceedings. While the gift a number of years ago to his home town in Ohio of an eighty-five acre tract, a community building and an endowment for up-keep was William E. Harmon's first playground gift, the division of playgrounds was organized to help towns help themselves rather than for the purpose of making outright donations which required no corresponding effort on the part of the town. Through various types of assistance fifty playfields have been established in the last two and one-half years.

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HEALTH

The Public Health Nurse, Friend of the People

IN view of the large amount of money now spent on public health nursing, and in spite of optimistic reports of the good accomplished, it seems sometimes to some of the people that the Bible miracle is reversed: by taxation and in voluntary contributions, enough to feed five thousand is taken from them, while that given back in practical nursing service is but "five barley loaves and two small fishes."

While no work of this kind, done with good heart and honesty of purpose, is ever wholly lost, nevertheless it is generally acknowledged that much more might be accomplished if certain hindrances to efficient service were removed. The chief difficulty lies in lack of organization and cooperation among the different societies and departments engaged in public health work; in duplication of work done by the nurses, in time lost in covering the ground between cases, and above all, in the losing sight of, what is, after all, the fundamental work of a nurse, which is to nurse—to care for the sick. Public health nurses tend to do everything—give lectures, show moving-pictures, do "stunts," attend clinics, hold health classes, but often expect to give little or no help in caring for sick persons.

A city of 25,000 people, known to the writer, supported two health department nurses and a stenographer, two Red Cross nurses and a Red Cross secretary, one tuberculosis nurse and a stenographer for her work, and one school nurse. During an epidemic of measles, two children in one family were very sick with pneumonia following measles. After sitting up several nights, the mother was in a state of collapse, fearing that without trained help the children would die. She would gladly have paid a nurse, but no nurses were to be had—there was no one who could relieve her. The community was paying about $12,000 a year, in salaries alone, to nine women engaged in public health work, but not one was available for a few hours work which possibly might save the lives of two normally healthy children. The tuberculosis nurse attended only tuberculosis cases; the health department nurses did no bedside nursing, and their work ended at six o'clock; the Red Cross nurses took no contagious cases or night calls. One of the nurses, however, risking a reprimand, stayed up with the children and gave the mother a chance to rest. Incidentally, she gained more gratitude from the family and neighbors for the night's work than she had gained in a whole year of her own work. Every nurse in the employ of that city covered almost the whole of the city every day, spending at least 25 per cent of the working day in travel, and some families were visited by three nurses.

The plan of generalized nursing for which Miss Poole argues is similar in many respects to the system now in use in the health department of the city of Toronto, where it has been conspicuously successful. The story of Toronto's health achievements will be told in an early number of The Survey.

While public health nursing is still in its infancy, and before it is stereotyped and bound with tradition and red tape, something should be done to coordinate the work, eliminate such a waste of effort, and connect the somewhat nebulous theory and mere verbal instruction-giving, to which, at times, the work is in danger of being restricted, with some practical service given to the people in return for the amount of money spent.

Take for example, this city of 25,000 which employs at present two stenographers, six nurses and a secretary. Four of these women are supported by taxation, the others by voluntary contributions. Nevertheless, it must be remembered that all the money comes directly from the people of the community, and, in return, the people should have the best service that can be given them. The secretary would naturally remain with the Red Cross, but in a coordinated service, one of the stenographers could be dispensed with, and another nurse engaged in her place to act as the supervising nurse in the following scheme.

A Program of Generalized Service

The city should be divided into six districts, and a nurse assigned to each, with a school as headquarters. If possible, she should live in the district, to save time and expense, and so that she may learn to know the people. She should have an office and telephone in the school, and be there every morning at eight-thirty. When the children arrive, the teachers should find out if any feel ill, and send those who need attention to the nurse. Possibly the nurse will have told some to report to her. The principal should report the absentees, whose absence is unaccounted for, or those whose excuse seems to point to some contagious disease, with no doctor in attendance. It is astonishing how large a number of children can be seen in an hour by a nurse familiar with the school. Other work can be done, if time permits.

At nine-thirty, or as soon as she can get away, the nurse should go out on her visits. These will be of a far more varied nature than they are at present. In the first place, the doctors in the district should know that in cases of illness where no other help is available, the nurse is ready to help out. It stands to reason that she cannot give a great deal of time to each case, but it is astonishing what a difference a nurse can make in a sick-room in a visit of only half an hour's

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duration. Beside these cases, she should call on the school-children who she suspects may be absent because of illness, and without a doctor. Lunch should be from twelve to one, and from one to one-fifteen she should be within call of the supervising nurse for emergency service.

The afternoon should be given to visits to tuberculosis patients, prenatal cases, and to finishing those who could not be reached in the morning. Each evening a card should be sent to the supervising nurse, stating briefly the work done —number of visits and their character, such as, school children, tuberculosis patients, bedside nursing, etc.

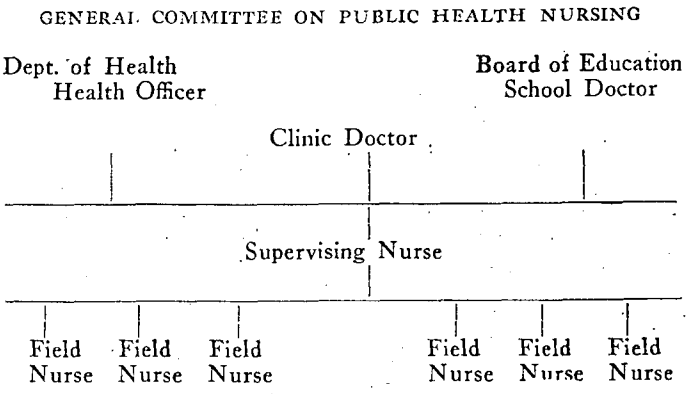
School work, bedside nursing, tuberculosis work, and possibly prenatal work, may seem an ambitious program for one nurse, but it must be remembered that the district is circumscribed, and that no time will be lost in long journeys across the city. Again, in planning her work she can often make three visits at the same time in one family—enquire about a convalescent tuberculous patient, make a bed for a sick mother, and find out the reason of a child's absence from school. Furthermore, in all plans for public health work, the fact must not be lost sight of, that, no matter what branch of the service they are engaged in, the work of the nurses will, generally speaking, be confined to about one-third of the population. In a city of 25,000 people, 5,000, or 1,000 families, able to pay for the doctors and nurses, will never need the visits of a public health nurse. Another 10,000, or two thousand families, will need little, if any attention, unless it may be to point out some latent defect in a school-child, or to keep in touch with a discharged tuberculous case. This leaves 10,000 people, or, roughly, 2,000 families to be divided as equally as possible among six nurses. From these families again, can be eliminated most of the grown men of the family, except in the case of serious illness or threatened tuberculosis. The remaining number, living in a small district—not scattered as at present, over a large area—should not be too much for one nurse to care for; especially as she would soon know them and their needs far more intimately than is possible under the present system.

The supervising nurse should serve chiefly to coordinate the corps of competent field workers. She should have an office in the Department of Health; should take care of all clinics, helping the doctor and seeing to the records; keep a record of work done by the other nurses so as to be ready to make a comprehensive report each month; and be on hand, so that when a doctor is unable to get in touch with the field nurse, he can report a case that needs attention.

The field nurses should not be expected to attend clinics, although they should be free to do so when, for any special reason, they so desire. Reports should be sent to them of any special findings on one of the clinic patients. For instance, at the clinic a child may be found to be running a temperature and losing weight. The nurse will visit the home at different times as she has opportunity, and take the child's temperature at home, as well as make enquiries in order to find out if the loss of weight is due to lack of food, because of sickness or poverty in the family. If this is the case she could report to one of the relief agencies of the city. Under the present system, children attend clinics and defects are recorded again and again, while little is done to remedy them, because no one has time to follow them up. Even when a special tuberculosis nurse is employed to cover the whole city, after spending two or three afternoons at the clinic, she often has not time to make more than about one visit a month to a home.

The bedside nursing would have to be left to the individual nurse to arrange in the best way possible.

The plan of the organization would be as follows:



Some Objections

Undoubtedly many objections will be raised to such a plan as that outlined here. Private organizations will object to giving money towards the upkeep of a nurse, who is not directly under their control. However, it must again be repeated that no matter through what channel the money is collected, it comes from the people of the community, and it is for those responsible to see that the most efficient service is rendered in return. In the city in question, the Christmas Seal money and Red Cross funds, which provided the salaries of three nurses, could have been paid into a central committee responsible for the public health nursing (both societies being represented on the board). This method might not be quite so spectacular as employing a special nurse, but with public appreciation of economy of effort and better service, the societies in question would have gained, rather than have lost, support.

Another objection will come from the school authorities, who prefer to have the nurses entirely under their control. Here again, it must be remembered that the ultimate consideration is the good of the whole community. In this connection it must be remarked that the school nurse, especially, needs to be brought back to practical service from a system which, in many cases, is rapidly becoming mere theory and instruction-giving. The school nurse often is not even called a nurse but a "health-teacher." Hygiene, sanitation, and health habits, can be taught by the regular teacher without much stretching of her own present duties, leaving the nurse free for her own special work—limiting the spread of contagious disease, preventing serious illness by the discovery of early symptoms, and caring for the sick, where no other care is available. By doing these things she can give the best kind of health education to those who stand most in need of it.

In addition to these objections it will be very strenuously argued that bedside nursing is not Public Health nursing. This raises the question, "What is Public Health nursing?" Where is the line to be drawn? The people of this country give generous support to Public Health work because they believe it prevents and reduces sickness, reduces the death-rate, and raises the standard of health of the population. Can it be seriously argued that a nurse who gives a little

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time to caring for the sick mother of a family, who can obtain no other help, is not doing as much to reduce the death-rate as when assisting at a clinic, or at a routine examination of school children?

Furthermore, I venture to say that if she does this, her influence for good in that family and among the neighbors will be ten times what it would be if she merely paid a visit, without lifting a finger to help.

The statement is sometimes made that the nurse is the "hand-maiden of the doctor." While this definition may be a true one for the hospital, or private duty nurse, a better title for the Public Health nurse would be "friend of the people." Once accepted as a friend of the people whom she serves, her influence for good will be incalculable, and nothing she can do will do more to win her this title, than rendering practical help in time of trouble. Whether the money for her salary be raised by taxation, or by voluntary contributions, it is paid by the people. Therefore her loyalty and service, the best that she has it in her to give, should be given, not primarily, to doctors, not to organizations, not to departments but to the people, whose good-will and generosity alone make her work possible.

ADELAIDE R. POOLE, R. N.

The Health Shop

FOR two years "Health Corner" has held out a neighborly show window in line with those of the bakeries and second-hand furniture stores and ex-saloons of First Avenue and Fifteenth Street, New York City. It sold only one commodity—information which might lead to health—provided in whatever form might be useful to the purchaser—and the selling price was only the interest sufficient to prompt an enquiry. Now that Health Corner has closed its doors at this address to make possible a series of similar experiments on a more intensive scale in other parts of the city, it is interesting to run through the history of this device, organized by the New York Tuberculosis Association to carry and adapt the work of its central organization to a neighborhood, drawing together in this fashion the health needs, interests, and resources of one little community within a large city.

Behind the show window, which beckoned by means of window exhibits, posters, and an Attractoscope, the Health Corner store provided other exhibits, frequently changed, an information service as to health resources, and a service of personal guidance as to health habits. A public health nurse, Selina Weigel, R. N., of long experience with the Department of Health and with private tuberculosis agencies, was in constant charge, giving her assistance to individuals and agencies and acting as an outpost through whom the central lecture, motion picture, poster, and technical advisory services of the New York Tuberculosis Association might be offered and applied to the needs of the schools, churches, clubs and other groups.

At first Health Corner depended upon its window exhibits, fliers, and posters distributed throughout the neighborhood, and upon personal visits to social agencies to attract its visitors. Some, of course, dropped in from idle curiosity alone, or to get in out of the rain or heat, and received but accidental benefit. The greater number, however, attracted by some particular window exhibit, came in timidly to inquire concerning places of treatment, usually for "a friend," and then, dropping the alibi as they felt the kindliness of the nurse, stayed to make frank personal inquiries concerning their own health. A large number of these became regular callers, returning to report results of treatment at the places to which they were referred, or improvement as a result of changes in their routine of life.

By the end of the first year Health Corner had registered some 700 individuals, two-thirds of them children, who were visiting Health Corner periodically for weighing and instruction at intervals of from one week to two or three months, according to their needs and their interests. These visits were entirely voluntary, as follow-up work, except that in connection with special projects, was usually limited to letters and cards of reminder and of invitations to special occasions, since Health Corner was essentially a center for information and coordination, so that duplication of follow-up with that of the agencies to which cases were referred for treatment was to be avoided.

One hundred and six mothers with their 198 children were numbered among these 700 regular visitors. Many of them were able and anxious to pay for treatment and needed only to be guided to the proper doctor or institution. About half of the whole number came of their own accord; the other half were referred by neighbors or agencies. Among them were several nurses and professional workers. Including these regular registrants, at the end of its first year, Health Corner had from 2,000 to 3,000 visitors a month.

During the second year a special effort was made to explain all the activities of the New York Tuberculosis Association to special groups of the neighborhood, and to get them to make use of these resources either at Health Corner or under their own roofs. Thus at the request of the principals, health programs which extended over a period of time were arranged in many of the public schools. These included carefully planned series of talks, poster exhibits, "Chew Chew, the Health Clown," and children's excursions to Health Corner, class by class, conducted by the teachers. There they were addressed informally by speakers assigned through the Health Speakers' Service. Each teacher received material for follow-up work for her own

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use, or, if she so desired, for distribution to the children. At one school, Health Corner aided the director of the municipal Department of Child Hygiene by stimulating attendance at his pre-school clinic and helping to obtain correction of defects before the beginning of the fall term.

In schools in which there were no organized nutrition classes, children known to the teachers and the school nurses to be under-weight were referred to Health Corner for instruction either in a nutrition class or individually. The nutrition class itself became a demonstration to agencies interested in learning the possibilities of such work by direct observation. Similar opportunities were offered to the settlements and neighborhood houses, many of which sent their clubs in the same way that the schools sent their classes for special health meetings.

Throughout the first year a physician was in attendance during certain evening hours for reference of special cases, to advise them or to guide them to the proper agencies for treatment. During the second year this plan was discontinued, and in its place special medical services were organized, in particular cooperation with the Henry Street Nursing Service and the Committee on Dispensary Development. At the request of the Stuyvesant District of the Henry Street Nursing Service, medical examinations not available elsewhere were given to children convalescing from pneumonia, scarlet fever and whooping cough. In cooperation with the Committee on Dispensary Development health examinations were arranged for mothers and children and for boys of the Stuyvesant High School. These have been continued since the closing of Health Corner—the examinations for mothers and children at the Little Mothers' Aid Association, and those for the boys in the High School itself. The Stuyvesant High School examinations were arranged as part of the school's work in physical education, and along with them went a series of talks to all the boys in the Physical Training Department and special talks to boys of the Pre-Medical Society.

These examples show a few of the ways in which Health Corner was used as a laboratory to test out specialized types of service organized by the various departments of the New York Tuberculosis Association, and to work out cooperative relationships with other agencies. Upon the basis of work found practical in this district, similar services have been incorporated among those offered either on a city-wide basis, or to selected districts, as the type of service seems to indicate. In the plans for this work the New York Tuberculosis Association and the Committee on Dispensary Development are working in close cooperation.

The yearly budget allowance for the Health Corner experiment was $6,250, the greater portion of which went for service. This figure does not include the entire cost of the original exhibit material, but only the replacement costs and the additional expense of overhead and personnel necessary for its specialized neighborhood use. Neither does the figure include the cost of cooperative service rendered by the Committee on Dispensary Development. In towns where rents are lower, or where the work could be conducted under the same roof as the office, this cost would be considerably reduced. The cost per district served, in the future plans for the work, will be considerably lower.

The first neighborhood for future extensive work will be the East Harlem district where the New York Tuberculosis Association, in cooperation with the Department of Health and the twenty-two agencies which constitute the East Harlem Health Center, is opening a "Health Shop." It will be recalled that the East Harlem Health Center building was made possible three years ago through the generous assistance of the American Red Cross. This health shop will continue the work already begun by the cooperating agencies which make up the East Harlem Health Center and will test out methods of health education. It will have its show window on the street floor. Already health excursions have been put into effect for two of the schools and a health essay contest carried through for all of the schools. During the next year or two, by careful watching and checking of results, the cooperating agencies hope to arrive at a constructive working basis for health education which can be suggested to other health centers and possibly neighborhood centers.

KATHERINE Z. WELLS

FOLLOWING CLOSELY on two notable events of the past year in the evolution of nursing education—the organization of the university schools of nursing at Yale and at Western Reserve—comes the slightly different effort of Antioch College to combine a liberal education with the technical requirements of a course in nursing. The Antioch program is arranged to cover five years, at the end of which the student ordinarily will receive the degree of B. S. from the college and a nurse's diploma from the Miami Valley Hospital at Dayton, Ohio. joint partner in the undertaking. As in other departments of Antioch, the pupil nurses will spend half their time in a self-supporting occupation outside the college walls, in this case in five-week periods in one of the most progressive hospitals in the state, alternating with five-week periods in the college itself.

THERE were 2,313 dispensaries in the United States in 1922, according to a recent report of the Federal Bureau of the Census. The visits made to them in that year reached the staggering total of more than twenty million. About 800 of the dispensaries were classed as general; 988 as special; 383 as federal, and 124 as Red Cross.

A DEFINITE IDEA of what this tremendous dispensary clientele includes in a large city is to be gleaned from an analysis, recently published, of five hundred consecutive new patients admitted in January 1923 to the Central Free Dispensary at Rush Medical College. Study of the patients' incomes and family responsibilities showed that less than one per cent should have been refused dispensary service; the rest must have come to an organization with no fees or merely nominal fees, or else have done without medical treatment. Despite the large foreign group (50.7 per cent) naturally found in Chicago, the cooperation of the patient in the dispensary treatment was rated as definitely poor and unsatisfactory in only 17 per cent of the cases; in 53 per cent it was probably satisfactory; for 30 per cent it was impossible to judge. The ultimate success of dispensary service, the study inferred, was dependent upon the return of the patient to the dispensary after his initial visit. Excluding the incentive of acute pain or discomfort, that return was dependent upon his satisfaction and confidence, and upon the follow-up service. Satisfaction and confidence was best ensured by an appointment system, which minimizes waiting and makes it possible for him to remain steadily under the treatment of one physician; the "follow-up" is most effectively achieved in the clinic itself through the energy of the social worker in interesting the patient at his first visit and holding his cooperation. "The social worker is the family part of the family physician where the physician is a dispensary doctor."

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The Labor Injunction—Touchstone of Opinion

Senator Pepper, discussing the use of the injunction in labor disputes before the American Bar Association and the Pennsylvania Bar Association on July 8, probed so clearly into the underlying tissue of the relationships of organized labor, the courts and the community that The Survey asked permission to publish his address. Some of its implications are discussed further on page 535.

IT is sometimes said that the nations of Continental Europe have domesticated war. In the sphere of industrial warfare we and our English brethren have long ago domesticated the strike. Legislators and lawyers, whether English or American, are familiar with the efforts always made by each party, when a strike is in progress, to win the final decision. The employer tries to keep his plant running with the help of all the non-union labor he can assemble. The strikers, by every device which ingenuity suggests, strive to induce workers to quit and to dissuade would-be workers from enlisting. There is apt to be lawlessness on both sides, more particularly on the side of the strikers. They are more numerous. The responsibility of the individual is more difficult to fix. They are persuaded that for them it is a life-and-death struggle. Defeat, they think, means for them industrial death. From their point of view the strike-breaker is not merely a formidable industrial competitor. He is committing a social offence against his class. Any group of people with class consciousness can be counted upon to show bitter resentment against the man who ought, they think, to be with them and is in fact working against them. It requires tremendous self-control in such a situation to keep bitterness from expressing itself in violence.

The thing called picketing may accordingly be regarded as much more than an effort to persuade or intimidate non-union workers. It may be conceived of as the protective action of a great social group who feel outraged at what seems to them the betrayal of their class.

In a community which so conceives of it, picketing is not a thing to be stopped by injunction. It is rather a thing to be domesticated along with the strike. Attending at or near the plant or near the non-union man's house, for the purpose of persuading him to abstain from working, becomes a normal and inevitable course of conduct. If you object that such conduct may easily lead to violence, the answer will be made to you that the administration of criminal law must in that event be relied upon for protection.

When you observe attentively what is going on in a given community you will find it possible to decide whether in that community picketing has come to be recognized as the self-protection of a social class in strike-time or is still generally regarded as something which can successfully be outlawed in the warfare between employer and employe. I suggest that it is in this connection that you will find an instructive contrast between the English industrial situation and ours. If you read the Trades Disputes Act you will find in Section 2 (see p. 535) a definite statutory declaration of the legality of some of the very things from which the striking shopmen were enjoined eighteen months ago by the United States District Court for the Northern District of Illinois. This means that in England picketing has been recognized as inevitable class self-protection, while with us it is still treated as a preventable offence against the rules of industrial war.

A further study of the act will show you that our British brethren have also declared that acts done by agreement or combination in contemplation or furtherance of a trade dispute are not actionable unless they are such as to be actionable in the absence of agreement or combination. In other words, actionable conspiracy in such cases no longer includes conspiracy to do things in themselves lawful. You will not fail to note, however, that, while Parliament was making these declarations, it put additional teeth into the Conspiracy and Protection of Property Act by prescribing fine and imprisonment after summary conviction for those who use violence toward a worker or his family or indulge in threats or in disorder or beset the house of a worker or follow him through the streets. In other words, our British friends have come to recognize peaceable picketing as a legitimate concomitant of a strike, but have trained the guns of their criminal procedure upon conduct which threatens breach of the peace or invasion of private right. What they have thus domesticated we still seek to enjoin.

When you mark this contrast you will be led to review our own industrial history during the last thirty-five years. You will begin with 1888 when a state court first issued an injunction in a labor case. You will pass to 1891 when the federal courts first entered this field. Then you will note the frequent recurrence of federal injunctions until today such injunctions have become a recognized exercise of the federal equity power.

I was led recently to make such a review of our industrial history by my desire to account for the growing bitterness of organized labor toward the federal courts. In the Senate one quickly becomes aware of the existence throughout the country of a sentiment on this subject which, if unchecked, may easily develop into a revolutionary sentiment. I accordingly addressed a letter to every United States District Attorney asking him to secure from the clerk's office in his district a copy of all such injunction orders made by the United States Court in his district during the last few years. Courteous attention to my request has supplied me with a most interesting mass of material. The study of these orders discloses an evolution mildly comparable with

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the growth of the corporate mortgage. The injunction orders have become more and more comprehensive and far-reaching in their provisions until they culminate in the shopmen's injunction order already referred to. Every thoughtful citizen who has not already done so should read that order and meditate upon its significance. In so doing he should have in mind that during the shopmen's strike in 1922 nearly every one of the two hundred and sixty-one "Class I" railroads and a number of short-line railroads applied for injunctions in the various federal courts. No applications were denied. In all nearly three hundred were issued.

Naturally enough, during the past two decades, there have been bitter protests from the ranks of labor. To the striker it seems like tyranny to find such vast power exercised—not by a jury of one's neighbors—but by a single official who is not elected but appointed, and that for life, and whose commission comes from a distant and little understood source. The protests have taken every conceivable form. They include a suggested act of Congress to take away the jurisdiction to issue injunctions except to protect tangible property, and a proposed amendment of the Constitution framed to make federal judges elective. Whether the so-called Caraway Act should be regarded as a protest emanating from organized labor I do not know. It is at any rate a manifestation of the same tendency.

Much of the protest is intemperate and unintelligent. Many of the proposals are short-sighted and unwise. The friends of organized labor who criticize the federal judges for lack of the social instinct often themselves lack the insight necessary to a complete understanding of the problem. As long as the enlightened sense of the community fails to recognize the difference between the self-protection of an industrial class and mere wanton conspiracy to injure property and business, just so long judges who have power in their hands are likely to use it when urged thereto by the owners of the property and the business or by the official representative of the government of which the judges are themselves a part. The problem is not primarily the problem of changing the point of view of federal judges but of determining what the community attitude toward organized labor is going to be.

IN the last analysis the attitude of the community will be determined by the workers themselves. If their uncoerced judgment is favorable to organization and collective action as the surest guaranty of industrial welfare, then the sentiment of the community—your sentiment and mine—will settle down to an acceptance of that view. If the persistant judgment of a decisive majority of the individual workers were to be that social development can best be pursued through unorganized effort, then the unions would lose their reason for existing. In England the sentiment of the workers has definitely crystallized in favor of organization and this fact has determined the thought and action of the whole community. The Trades Disputes Act is the result. We, on the other hand, are experiencing the pangs incident to indecision; and unhappily we are placing upon our federal courts the non-judicial duty of maintaining the negative side of the dispute while organized labor maintains the affirmative.

One incident of the struggle of a community to determine its attitude toward organized labor is the constantly recurring dispute over the legality or illegality of a sympathetic strike or secondary boycott. In a community where in any field of activity there is a fairly divided public sentiment between closed and open shop, the union will often strive to build itself up by encouraging union men to refuse to work upon the same job with non-union men. By this means it is hoped that the employer will be forced to employ union men, thus ultimately forcing the individual worker to join the union as a condition of getting employment. In a community where union sentiment is universal, pressure of this sort on the part of the union becomes merely a measure of self-protection. Accordingly the Trades Disputes Act declares in effect that it is not actionable (in such a case as just suggested) to induce union men to quit the service of the employer or to press the employer to discharge his non-union men, or to force an owner to break his contract with an open-shop contractor. With us, since public opinion is not yet settled, such conduct is still regarded as actionable. It is an unjustifiable effort of the union to maneuver itself into a stronger position than is warranted by the sentiment of the community. In such cases organized labor has only itself to blame if its attempt to gain a tactical advantage is met by an application for an injunction. Wherever organized labor has failed to create an overwhelming sentiment for the closed shop it cannot in the absence of such a sentiment successfully do the things which otherwise public opinion would approve.

Difficult as is the duty which we have forced upon our federal judges, their problem has of course been complicated by the necessity of considering what conduct is, and what is not, a direct interference with interstate commerce or a violation of some federal statute. Less than a month ago the Supreme Court (in United Leather Works Union vs. Herkert & Meisel Trunk Co.) decided, six justices to three, that picketing to prevent the manufacture of goods which, if manufactured, would have been shipped in interstate commerce was not a conspiracy in restraint of interstate commerce within the Anti-Trust Act. Any other decision would have subjected to federal jurisdiction every strike in every factory the product of which was destined to swell the volume of interstate commerce. But back of the decision upon this jurisdictional ground looms the vital question—shall we persist in compelling the United States Courts to take up the shock of our industrial warfare?

Respect for the courts is not the least valuable part of our English inheritance. Under such a system of government as ours the maintenance of well-nigh universal confidence in the judiciary is pretty nearly essential to national safety. Is it not worth our while to place elsewhere than upon our federal judges the burden of solving for us our legislative and executive problems?

To maintain such confidence must we not confine the courts to the sphere in which the creators of our constitutional system intended them to live and move and have their being?

GEORGE WHARTON PEPPER

Where Are the Social Engineers?

IN certain committees of the National Conference of Social Work there was much talk of the professional status of social workers. The discussion showed a growing resentment at the traditional idea that social workers are merely the salvagers and repairmen of the current industrial and

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social order. Those who expressed this resentment frequently claimed for themselves the rank of social engineers; they claimed for themselves and their like-minded colleagues the right to an independent professional status based upon their technical equipment for fresh exploration, for social invention, for shaping public policy into freshly creative channels.

This is a stimulating prospect, if, indeed, it is a prospect and not merely a vague aspiration. Social engineering connotes sustained interest, a capacity to follow a problem through. The criticism of social workers by many responsible business executives is that they are impractical, that their reactions are to the distressing human situations caused by unsolved business problems rather than to the problems themselves, that their interest is therefore overcharged with sentiment and transitory. This is a criticism to which those social workers especially who aspire to be something more than human salvagers and repair men ought to give sober attention. The following communication from a mine manager seems to us to express it with restraint and cogency:

> Where have the social workers disappeared to, who a few short years ago were highly excited over the problems of coal mining?
>
> When coal was booming and the price was high the coal towns were full of investigators and the breath of investigations was as steady as the pull of the fans of the mines. There was great talk then of social engineering. Has any social engineering been done?
>
> The boom has gone out of coal mining. The bottom has dropped out of the market. There are no more small and large speculative fortunes made in brief periods to attract attention. It is starvation now.
>
> Coal mining is back to the old story, the common story. Only it is worse than it ever was before, infinitely worse. During the war years society as a whole fed coal mining the liquor for a drunken spree. There is more than a hang-over headache to recover from. There is a lot of wreckage.
>
> There were committees in the old days who solicited money to feed supposed-to-be-starving miners. There were no committees crying from house-tops or going out into the highways and byways preaching to high or to low any gospel of thrift against the terrible and certain day which was coming.
>
> Now that there are starving miners and their families by the hundreds of thousands in the idle mining towns; now that those who have spent their life in coal mining and have their all invested in it and now that their all is being wiped out, there are no voluntary committees of notable men working in the cities on the problems of coal.
>
> There was a glitter of gold when coal was selling at good prices. It must have been that glitter which attracted those voluntary workers as a light attracts a swarm of mosquitoes. The light has gone out and the swarm is gone.
>
> A "major surgical operation" is being performed upon bituminous coal mining, according to Herbert Hoover. It is an operation performed without the benefit of any anesthetic. Parts are being cut out to die and rot. Those parts are composed both of human beings with family and locality associations and of aggregations of money such as are necessary to build and collect the capital goods which make production and employment in industry possible.
>
> Social surgery is medieval. Bituminous coal is suffering tortures now when it really needs unlimited help. It is promised that after the end of a few years it will be in a much more healthy condition. Meanwhile?

Nor is this job of social surgery an operation that affects the tissue of capital alone. The Mine Manager continues:

> One can pick up many a present fact about soft coal such as the statement of Frank Farrington that in Illinois out of ninety-six thousand miners, forty thousand are out of work and the balance are working one and two days a week. Inquiries in West Virginia show that the mines along one railroad are eighty-five per cent shut down and along another mainly coal carrying road, fifty per cent shut down. It is problematical as to how much values invested in coal mines is being lost, but measured in dollars there are probably a billion being reduced to the vanishing point.
>
> "You know," said a miner recently, "I was a fool to throw my money away. For the past two weeks I have had nothing to eat but oatmeal."
>
> In bituminous coal mining, the time for being useful for those who are interested in social problems, is now and for the past year. The problems are bigger than the confines of coal mining and the interest needs to be more deeply rooted than a fancy.
>
> Social engineering based on scientific knowledge such as was promised in the boom days of coal does not seem to be coming forward to salvage any of the values being destroyed or to ease any of the agonies of the operating room.
>
> Where are the social engineers now that they are needed?

ON the heels of this letter from a Mine Manager comes another from a miner describing conditions in the coal fields of eastern Kentucky. He recites the catalogue of evils which for upwards of a hundred years have characterized the newer coal mining communities, and which the present industrial depression has aggravated especially in the non-union fields. The average minimum wage, he says, is a little over two dollars a day, the maximum five dollars. The mines are running half time. Prices at the company stores are so high that many miners are constantly in debt to the company. The camps, he says, are

> filthy and unsanitary almost beyond the power of words to describe. The outhouses are situated so near the dwellings and are allowed to remain in such filthy condition, that in hot weather the odor from them is stifling to the entire camp. Typhoid is commonly a raging epidemic throughout the section.

Within the vicinity of one little town one or more deaths due "to criminal carelessness and negligence" occur every week.

> My brother-in-law was killed in one of the mines by being caught between a mine motor and a "hog-back," or lump in the roof of the mine, which the company had failed to have removed in compliance with the law. Friends who work in that mine have informed me since the accident that the mine had never been visited by a mine inspector since it has been in operation—a period of ten years.

His account of the tyranny of privately paid police, of the control of schools and elections, reads like a chapter of the reports of the late and almost forgotten U. S. Coal Commission. The post office is in the company store and, this correspondent alleges, all mail is carefully scrutinized and used as a means of espionage. Men who refuse to sign the "yellow dog" contract, pledging them to abstain from membership in any labor organization, are, our correspondent alleges, discharged and "blacklisted" and they and their families evicted from the company houses.

These complaints are not new. They have come in for voluminous comment by social workers, especially in times when strikes or other untoward incidents cut off the coal supply from the urban communities where most social workers live. They are sore grievances, but they are not our correspondent's chief grievance. His chief complaint is that the outside world has never taken the trouble to look in upon the world where he and his fellows have found it necessary to work for a living. Implicit in every paragraph of his letter is the challenge of the Mine Manager: "Where are the social engineers?"

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COMMUNITIES

Home-Made Communities

Are courage, initiative and successful endeavor gone from the farm community? In these days of organization from above it is refreshing to find rural neighborhood enterprises which have been begun and promoted by local folks, volunteers all, without prodding or standardization from outside. Ontario has significant examples of such home-grown community life.

THERE are 500 people in Fordwich, a village in one of the Ontario counties where rural depopulation has been most marked. It stands in the midst of good rolling farm land. The population, largely of Scottish ancestry, is of a solid, somewhat conservative type. The village was typical of many others in the Province—people believed in something better for their community but did not know in what direction to move—when there arrived a few years ago a new Presbyterian clergyman, the Rev. Andrew Laing, who had been in touch with the modern county life movement through the summer school at the Ontario Agricultural College, Guelph.

One of the first things the new minister discovered was that recreation was being left to develop itself. Dancing was its commonest form. In winter the young people skated on a river where several had lost their lives. He seized the obvious opportunity; one day found him out on the flats beside the river with a small group of his young men and a force pump, helping them to flood the flats for a safe skating rink. This point of contact made, and the opposition of the elders to a minister of the kirk engaging in such work slowly overcome, he was soon established in the affections of the young people of the whole community.

Fordwich was struggling with the conditions which are so common in such villages—three churches where one would be sufficient, denominational rivalries and jealousies blocking progress, many organizations working either at cross purposes or utterly regardless of each other. Recognizing the need for community action he quietly approached this and that merchant, or farmer, or farmer's wife, and placed before them the idea of organizing a community association to work more broadly for the social welfare of the village and the surrounding country. The idea appealed to many; they decided to organize; and very soon applied for incorporation under the provincial law. A campaign for individual and organization membership, on the basis of $10 shares, soon raised enough money to buy the Fall Fair Grounds from the local agricultural society. These grounds had in the past been used for three days in the year and then let for pasture. The show buildings, in the middle of the field, had spoiled the land for playing purposes. When the grounds were acquired bees were organized to put them in shape: the old buildings were torn down, the ground graded and a foot-ball field laid out. An enthusiastic tennis player was discovered in the doctor who had recently come to town, and so a tennis club was organized. So widespread was the response that one court soon proved insufficient and a second was planned. The association organized its work through several sub-committees. There was first the Public Utilities Committee which organized and directed the campaign to buy the park. The small open-air rink on the flats was found unsatisfactory; the committee raised further funds and have now completed a covered skating rink with an ice surface 110 by 65 feet, and with club rooms, dressing rooms, and accommodation for spectators. Playground apparatus has been installed in the public school grounds. Another project was the laying of cement side walks.

The Beautification Committee has helped to lay out a small park around the war memorial in the center of the village, is enlisting individual home-owners in garden and lawn competitions, and is working out a plan for the whole village. The Educational Committee plans and conducts annually a three-day Community Life Institute at which problems of home, school, church, recreation, and the like are discussed and resolutions drafted which form the basis for community action thereafter. This committee also promotes literary and debating events and organizes public forum meetings from time to time. A fourth committee is charged with developing the use of the recreational equipment. Its efforts have resulted in a tennis club, an association football club and district league, a curling club and annual field day.

The foundation is well and truly laid and the residents of Fordwich and the surrounding countryside have the forward look.

ONE day a farmer in Brant County decided to attend the annual Sunday school convention of the province. He was one in 1,000 in attendance. He listened among other things to an address on recreation. He became enthusiastic and went home determined to do something about it. He wrote, single-handed, to every community in the county and now after three years' effort every community but one is represented in the Brant County Rural Athletic Association. The unique feature is that practically every one who plays—and there were 23 teams last year—is actually a farmer, farmer's wife, son or daughter or hired help. The same organization is used during the winter for debating, with sixteen groups in the league. Every fall a banquet is held in the city of Brantford, where from 300 to 400 young people from all over the county sit down together. Here all the medals, trophies, etc. are presented, the season's work is brought to a successful close, and plans are laid for the following year. What this association has meant as a stimulus to the life of the community can never be told. The farmer who originally conceived the organiza-

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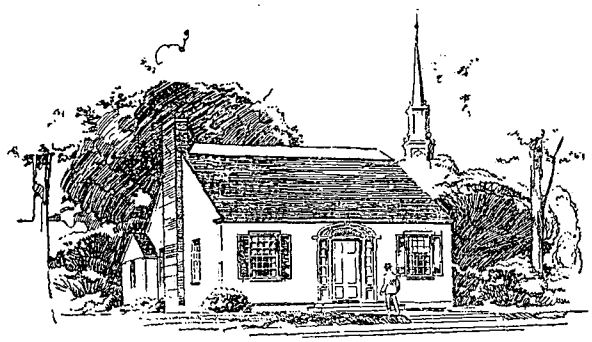
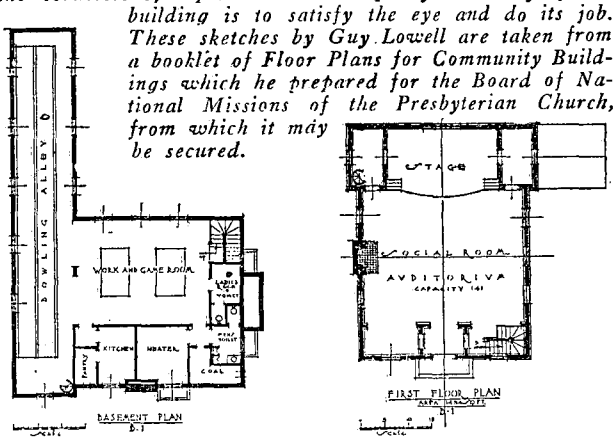
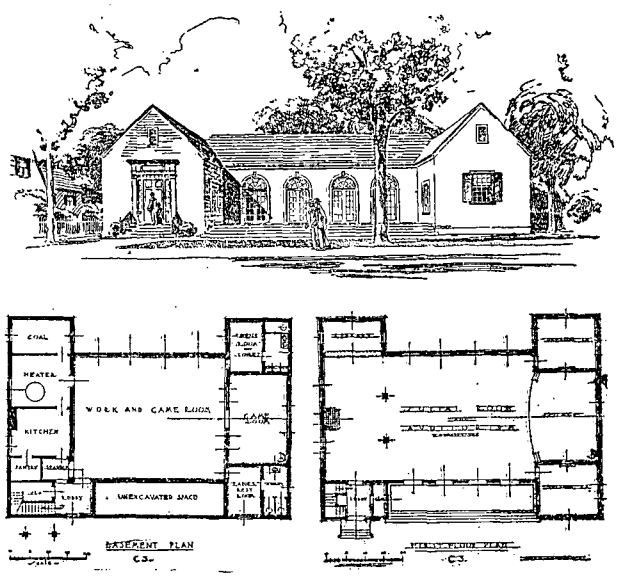


THE COMMUNITY HOUSE

For villages which, like those Mr. MacLaren describes, are becoming home-made communities, a common meeting place may be a strategic asset. While local initiative should be the cornerstone, expert advice is equally necessary if the building is to satisfy the eye and do its job. These sketches by Guy Lowell are taken from a booklet of Floor Plans for Community Buildings which he prepared for the Board of National Missions of the Presbyterian Church, from which it may be secured.



The design above is for a tiny house, where the capacity of the meeting hall need not reach 150. Below is a larger and more formal plan. Others are suited to the needs of communities ranging from a South Dakota hamlet to a Long Island suburb.



tion, Peter Porter of Burford, was himself present at 35 games last summer—and he did not neglect his farm to do it.

Thirty years ago the trustees of eleven rural school sections in one of the best townships of the province decided to hold a union school picnic at the center of the township. The affair was so successful that it was decided to continue it, and the picnic has been held every June since then. This bit of cooperation suggested further experiments. The first thing to do was to secure a central permanent meeting place: eleven acres were purchased near the center of the township. These grounds were slowly improved (always by volunteer help); an old orchard was cleaned up and turned into a picnic grove; a baseball diamond was laid out. Folks then felt the need for a grand stand. Lumber and nails were accordingly ordered and bees organized to do the work. On some days as many as 50 to 60 farmers were busy at it, and a stand to seat about 1,000 people has now been completed.

This township, like most others, suffers from overchurching and denominationalism. Somebody suggested open air union services: a covered platform was built; an orchestra organized, and every Sunday evening during the summer months a congregation from 1,000 to 1,500 strong gathers from all over the township, listening to the local clergymen in turn. A memorial gateway has been built in memory of the sons of the township who fell in Europe. Can you wonder that there is the finest kind of community spirit?

When I last visited this township I was invited to suggest further plans for the development of the park and community play center. "We are free from debt," they said, "but we have always found that interest was greatest when we had a note in the bank to be met and cleared off. Will you suggest how we may go in debt again to the extent of $1,500 to $2,000?" Just imagine farmers asking such a question. Plans were suggested, and the future will see a children's playground, a covered skating rink, tennis courts, volley-ball court and a community hall added to the present center. It is impossible to give credit to any individual for this movement—all of Lobo township seems to be behind it.

Is the pioneer spirit dead? Surely not when such things can grow out of the native ability and initiative of country folk. Therein lies the strength and hope of the country life movement.

ALEXANDER MACLAREN

Prohibition in Chelsea

Chelsea is that part of Manhattan Island lying just north of Greenwich Village. Like all the residential parts of downtown New York, it has a rich and varied life. One of its churches has been used by Holy Jumpers, Methodists, Presbyterians, and Greek Catholics. The Hudson River piers bound it on the west. The New School for Social Research and the New Republic have found habitation in it. There are families long-settled and industrious, and there are longshoremen, truck-drivers, and floating immigrant newcomers. Hudson Guild has long influenced its neighborhood life. Mr. McCloskey, who tells what the passing of the saloons has meant to Chelsea, is a native of the district who worked his way largely through school and college and has come back as a worker in the Guild.

TWENTY years ago in front of the notorious cheap barrooms in this neighborhood such as the Greasy Vest and Miles McSweeney's Dead House, where whiskey worse than the worst bootleg nowadays was retailed at five cents a glass, large trucks would line the pavement for a block while the drivers got their morning drink of whiskey. Today in front of the German baking shops at the same hour in the morning you will find motor trucks and occasional horse-driven trucks lined up with their drivers inside drinking coffee and eating buns.

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The old saloons have found it impossible to keep going on near beer and illicitly sold liquor and have given way to coffee houses. At one street intersection in this neighborhood the four corners of which were occupied by beer saloons are now three coffee houses, each known as The Coffee Pot.

The change is seen very clearly in longshore work. Fifteen years ago men congregated in cheap barrooms and waited for the news of the arrival of ships or passed their time between ships. The barrooms have disappeared and a different type of man works on the docks. Only here and there can be seen the human wreckage lying about the water fronts—relics of the old days.

The Saturday night drunk is obsolete. The men who dissipated most of their week's wages in barrooms spend Saturday night in motion picture shows; their wives no longer have the fear of Saturday night hanging over their heads.

With the passing of the saloon has gone the class of can rushers—little groups of women who were accustomed to sit in the kitchen where each one would take a turn in going for a can of beer until all of them were groggy-eyed and beery and unable to fulfill their household duties. The whole trail of neglect and abuse which children suffered from as a result of fathers and mothers who were persistent drinkers has been pretty much cleared up.

It is difficult even to recall to mind the days when state licenses were much lower than they were in the days just before prohibition, when the people living in one or two houses adjoining a beer saloon provided almost enough custom to maintain the place, when beer cans were lowered by string and clothesline down the airshaft of the building in which the beer saloon operated, the money taken from the cans and the beer put in and hoisted away to be consumed by rough-house parties on roofs and in so-called parlors.

Drawn by C. B. Falls for The Color of a Great City, by Theodore Dreiser. Boni & Liveright.

Gone are the days when women would select with much care the stoutest paper bag from among those collected after a Saturday night's purchasing of food on Paddy's Market for the purpose of concealing the can throughout its Sunday journey back and forth to the gin mill.

But even worse than the beer saloons were the old bottle houses which have gone and no amount of bootlegging could take their place—the bottle house where tremendous casks lined the sides of the room, and what seemed to be thousands of bottles lined the walls, where a half pint of so-called whiskey could be procured for ten cents, and the line of customers patronizing the establishment was just as long as that of those frequenting the adjoining pawn shop on Thursdays and Fridays.

Gone are the old dollar beer rackets where for a dollar admission, beer and liquor were provided until practically everybody was dead drunk and there were the brawls, murders and debauchery that are the direct result of these gatherings.

Gone are the dance halls in back of barrooms, dance halls that were nothing more than brothels.

Unquestionably there is less neighborhood disorder, street and house brawls. Even in a neighborhood where because of national drinking characteristics the drink habit persists, a neighborhood in close proximity to ocean lines on which illicit liquor can be brought in, there is undoubtedly less liquor sold and consumed than in the pre-prohibition days. The increased number of confectionery stores, coffee houses and moving picture establishments is an indication that they have taken the place of the saloons.

MARK MCCLOSKEY

WITH the growing realization that continuous planned publicity is an essential part of any social program, one hears more and more often the query, "Where can I get training in publicity?" Georgia M. Bowen, formerly publicity director of the Cleveland Welfare Federation, and now executive secretary and publicity director of the University School in that city, gave fresh emphasis to a time-honored answer in a paper read at Toronto: "I maintain firmly, and without exception," she said, "risking as I presume I do the accusation of prejudice, that any public relations' post in social service work today is the more effectively filled and the more efficiently operated with a newspaper trained person in it. And by newspaper training, I mean the hard, uncompromising covering of assignments from a desk, the handling of copy, the dealing with people, the view from the inside of the newspaper, where all manner and matter of things are being interpreted to catch the attention and to sway the opinions of a rushing and easily diverted public. No six-months' correspondence course, no four years of academic journalism, no series of lectures will turn the trick. It requires the actual grinding practice and responsibility before one is admitted to the fraternity."

SOMETHING of the touch and go of pioneer community work in the mountains is suggested by a paragraph from a letter telling of the 3,000-book library which Carr Creek Community Center, in Knott County, Kentucky, has built up and installed in its schoolhouse. "We discovered that one of our boys had been sleeping all winter with a man who had tuberculosis. He knew he ought not to have done it, but was determined to come to school, and this was the only place he could find where they could take him in. We told him we would give him just three hours to set up a spare cot we had in our library and move himself up there—which he did, and is happy as a clam with all the books around him, and a chance to study without interruption for perhaps the first time in his life. He has driven some nails in the back loft to hang his clothes on, and feels as though he were in luxury. It occurs to me that this is one way, though an unusual one, in which our library has benefited the people."

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Pioneers in Hungary

TO grasp the significance of recent developments in social work in Hungary one needs to cast one's mind into "the dark, backward and abysm of time" and watch the wandering tribes flowing westward from the regions of Turkestan, west and north, settling some in Hungary, and some in Esthonia and Finland. Wandering also, possibly from India, as their noblest types so often resemble Indians, came the Gypsies who never settled but, going their wandering ways, singing their mournful songs, became a picturesque and distinct part of Hungarian life.

Add to this a dash of Czech and Slav, peasant settlers from the Rhine-land, wavering boundary lines bordering on Poland, Roumania and Serbia; superimpose three generations of Turkish domination followed by a long history of affiliation with Austria; conceive an intense, though hospitable, nationalism surviving all this, and interpret this national spirit in terms of an instinctive individualism so pronounced that it gives rise to costumes and customs differing in every section—throw it all into the mould of an agricultural society of the feudal type—and you have Hungary—Hungary before her troubles came upon her with the iron tread of History.

History's advance has brought two sorrows to this country—sorrows which she has not yet mastered—industrialism and the war—with an aftermath of communism, civil wars and petty foreign invasions, accompanied by disease, death and intense misery.

To appreciate the magnificence of Hungary's effort to master and digest her new experiences we western folk need to throw off our ways of ordered thinking and do a little intensive feeling—the Hungarian kind of feeling—which will give us an intuition concerning the hold which custom and tradition have upon the organization of Magyar life. The tradition of the country is the tradition of the soil. The city—the factory—the tenement—these are known to exist, but they are almost, one might say, mentally rejected. The conditions of the industrial era are thought of as unbeautiful and therefore unreal. The peasant is understood. His relation to his master or his lord is clear—or it was until Bolshevism began muddling things up—but the relation of an industrial worker to a normal life seems to be foggy to the average middle-class and upper-class mind. The war—and equally the peace—which has quartered Hungary, has intensified the chaos of thought and action brought about by the failure of minds rooted in the traditions of a vanishing order to face the facts of the new alignment of forces represented by the industrial era.

Chaos is the one word best describing phases as varied as finance and housing. Speculators are making huge profits while serious workers starve to death. A secretary of state and a skilled iron-worker make the same wages a day, and neither can maintain a decent standard on them. Office workers, for the most part, put in an exceedingly short day which begins late and ends at two. Factory workers, especially women and child workers, put in an extremely long one. Chaos reigns in the legal regulations also; compulsory school age is 12 years, yet the minimum working age is 14. Juvenile offenders between the ages of 12 and 14 thus keep the state statisticians busy reckoning their offenses. Visiting teachers there are—but truant officers or school nurses there are none. In Budapest there are school physicians, but they serve only the middle schools—the elementary schools have thus no health supervision. Tenements are incredibly overcrowded. What is being done about it all?

HUNGARY is, by pressure of her woes, developing social work into something more scientific and more valuable than an emotional outlet for a class of social parasites. Because social work, as a profession, outside the Church, is comparatively new to Hungary, because only pioneers are to be found in it, the work centers at present around a few picturesque personalities. These range from simple, good-hearted old "Uncle Robert," beloved of all Budapest, who raises his funds privately, buys his supplies, cooks his soup and serves the penniless with his own hands on a street corner daily, conducting also a restaurant for the "ashamed ones" as he puts it—to the equally dominant but entirely different character of Alice Ibranyi—a distinguished trained nurse, administrator and organizer, who has fought battles royal to raise the training course for nurses from a nominal two years (but an actual six months) to a proper professional course of three years. The crowning argument of the opponents to her efforts to bring nursing training up to better standards, was that she couldn't feed her pupil nurses. She met that as only a determined Hungarian could meet it, by taxing her cousins' estates to furnish flour, potatoes, fruit and sundry staples. At the last moment something went wrong with the culinary end of her training school, so for her ten pupils, newly enrolled, she had to be not only matron, instructor, guide, philosopher and friend, but also cook! With force like that behind the wheels, one has every belief that the standards of the nursing profession will be raised in Hungary. It will be a tremendous contribution.

AROUND Sarolta Lukacs centers another field of activity, in the organization and training of case workers for family and child welfare. Sarolta is also unique among women. It is impossible to describe her. Her black dress shows how much blacker are her eyes. Her hair is a silver halo round her lighted face. She is so human you would tell her your ugliest secrets, yet if saints were now in vogue you feel that she would be one.

All her life she has devoted to social work. When the American Red Cross was establishing its health stations throughout stricken Hungary, she worked with Miss Taylor and Miss Schaub of that organization. Through them she got a fresh impulse and a new methodology for her life-long interest. It was then that she read Mary E. Rich-

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mond's Social Diagnosis and determined that the object lessons of Miss Taylor's and Miss Schaub's lives should not fall upon stony ground.

What was the situation in the family work field when Sarolta (I find myself unable to call her anything but Sarolta. It is not "good form" in Hungary to call a friend by her last name with a prefix) undertook her work as director of the department of social welfare of the Hungarian Red Cross? Confusion, disorder, overlapping, ineffectuality on the part of the organizations of Catholics, Protestants and Jews. Opposed to this negative feature was the positive one of community committees, representing all creeds, already at work on mothers' and infants' problems in connection with the health stations. What was to prevent this ability to work together for mothers and babies being strengthened until it could include the larger social field? To this problem Sarolta addressed herself with tact and wisdom.

She decided first to *say* nothing. So much had been discussed and planned in Hungary—and so little done! She would act first and tell about it afterwards. But it was not so easy to act—without a cent of money. What can be done in social work without funds? Nothing—or much—depending upon who is doing it, and how and why and where it is being done.

After much quiet preliminary work with the various organizations, on December 16, 1922, a large meeting of delegates from all voluntary agencies and social departments of the city and the state government was called. Twenty-eight bodies were here represented. From this large delegation an executive committee of eight was formed composed of the president and one delegate from each of the three main religious divisions and also of the Hungarian Red Cross. This executive committee has a regular weekly meeting. The large Board of Directors meets twice annually. The central office is with the Hungarian Red Cross. The city has ten districts. In each district is a sub-office housed in the city's district administration building. The state supplies the executive for this office—a teacher from some part of former Hungary now under foreign rule. The religious societies designate the family visitors for each district, and the executive adjusts cases to visitors, keeps records and statistics, and, like all the workers in this movement, tries to study her problem and improve her technique as opportunity offers. The visitors are all volunteers, though in constant service.

WHAT about training? That was exactly the question Sarolta asked herself at the start, and it is that question to which she is still trying to find the right answer. "Training on the job" is for the present the only hope. At first a six-weeks course was held. This year the course extended from November till April, meeting once a week.

The vitality of the movement is evidenced not only in the faithful attendance and serious character of the workers but also in the increasing appreciation of the value of their organization shown by state and city officials. Once or twice a week Sarolta comes in looking as if seven extra candles had been lighted behind her eyes, and I hear either that a new scheme of cooperation has been worked out between the family visitors and the home teachers whereby children evading school illegally may be reported and properly cared for, or some new development in juvenile probation plans has been decided upon, or the state has requested the family visitors to help in its child dependency problem by taking over its placing out and follow-up department.

Sarolta's story, like Miss Ibranyi's, is inartistic in that it cannot follow the Aristotelian law in having "a beginning, a middle and an end." All I can hope to tell here is the beginning. Others will undoubtedly compile large works recording the middle. And the end? The end is such stuff as dreams are made of—dreams and Utopias and a new social order.

CAROLYN FRANCES KENNEDY

More Frenchmen!

THE low birth-rate is a great cause of anxiety in France, especially since the war has diminished the number of young and able-bodied men by 1,500,000. Many inquiries have been made and explanations offered to account for the low figures of the birth-rate. There are various causes. One cause, sometimes brought forward, must first be eliminated: there is no decline of vitality of the race. Statistics show that the death-rate is going down. Public health institutions make for a stronger stock. Sports become more and more a feature of French life. The evil is not of the physical, but of the mental—that is, psychological order. Like America (where the same remark applies to the Anglo-Saxon element), France suffers from being too highly civilized. All classes, including most field and factory workers, have reached a degree of intellectuality in which foresight and reflection become an ordinary, almost inevitable, thought process. Social ambition, the desire to raise one's children above one's own condition, is another feature of civilized democracy. In the present state of society where the working class and the professional class (in France, at least) do not yet receive a remuneration enabling them to live in comfort, birth-control is the only way to avoid disaster for the family or a cramped life for the children.

Something must be done. The problem of re-population (as it is called) is foremost in the minds of all thinking men. Parliament is getting stirred. Everywhere activities are afoot to counteract the causes that make for "the small family" and the national consequences that derive therefrom. The churches, in spite of the delicate nature of the subject, take up the problem from the pulpit and in the clerical press. Various associations and leagues carry on propaganda by lectures and tracts. What is more significant, measures have already been taken, some of them wide-reaching and capable, with time and favorable circumstances, of considerable efficacy.

The readers of The Survey are already familiar with the new departure in the industrial world: the "family bonus." It is now a well-nigh universal institution, in large and small industries, in banks, in commercial firms. Workers, clerks, shop-assistants, who are fathers of families, receive, over and above the market wage, a bonus that increases progressively with the number of young children. In order to ward off attempts on the part of unscrupulous managers to discriminate between married and unmarried men, the employers contribute a fixed percentage per head of workmen, according to the number of their employes, to constitute a common fund, out of which the bonus is paid to the married men. The state requires the bonus to be paid to workmen employed on public works; but, for the

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A PARABLE

A CERTAIN *Public,* going into another country of absorbing personal, family, business, and social activities, called its institutions and child placing agencies and delivered to them its destitute, neglected, and wayward children. Some of the children had five talents in capacity, some two, and some one; the number of children to each agency according to its several equipment and budget: and the *Public* went on its way. Straightway some of these institutions and agencies so studied, so transplanted, so watched and tended the children they had received that their several latent aptitudes and capacities grew within them until they flowered out as happy, achieving, loyal citizens that were more than double worth to themselves and to society. But others took the children they had received and buried them so deeply in the cold, barren soil of blind, formal, unsympathetic family and institutional routines that the several aptitudes and capacities of the children did not grow but were repressed and undiscovered within them.

Now, after a long time, the *Public* cometh back from its journey into absorbing family, business, and social activities and reckoneth with its child caring agencies and institutions. And some who had received children with latent but germinal aptitudes and capacities came and said: "Lord Public, thou deliveredst unto us children with latent talents. Lo! We have so planted and watched and tended them that their developed capacities are like five talents added to every five they had. The *Lord Public* said unto them "Well done, good and faithful institutions and agencies. You have been faithful guardians and gardeners over a few children: I will give you many children. Enter ye into the joy of your Lord Public's personal and pocketbook approval. Likewise agencies and institutions that had received and recognized and developed children so that their capacities were as two added to each two they had. But those institutions and agencies that had received children whose latent talents had seemed to them in their blindness to be only one came and said: "Lord Public—We knew thee that thou art a hard master, attending selfishly to your own pleasure and business and expecting us to do your social work for neglected and destitute children for you; and we were afraid to venture any unusual study, or care, or risk of failure on children that seemed to us stunted, unpromising, friendless, neglected, inferior, one-talented children, so we hid them away in the cold, barren, but familiar soil of blind, formal unsympathetic family and institutional adult routines. Here they are, just as undeveloped as they were when you gave them to us. We have kept them physically alive for you. Take them back, they are all that belong to you!" But the *Lord Public* answered and said unto these institutions and agencies—"You wicked and slothful servants, you knew me that I am a hard master, attending selfishly to my own pleasure and business and expecting you to do for me my social work for neglected and destitute children? You ought then to have discovered and developed even the one latent talent of these children so that at my coming I could receive mine own principal, of destitute and neglected children, now become with the accrued interests of their one developed aptitude or capacity, doubly valuable assets to me as citizens. Take ye away the children from these agencies and institutions and give them to those who have doubled the worth of the juvenile talents entrusted to them. For to everyone that does a good job with children shall be given more children to care for and he shall have an abundant budget—but from those that have not done a good job in discovering and developing the talents of the children given to them, even these children shall be taken from them; and cast ye out the names of these slothful and unprofitable agencies and institutions both from my lists of private benevolences and from all legislative appropriation bills. There shall be weeping and gnashing of teeth."

HENRY W. THURSTON

rest, does not interfere with the employers' management of the bonus fund.

Recently, the problem of population has come before Parliament. In an important debate in the Chamber, it was emphatically contended the government could not remain unconcerned in a question that was becoming a national danger. All functionaries had already been benefited with the family bonus. Why should not all large families in France receive the same national aid, which was, in fact, nothing but a compensation for the burden they assumed in rearing children for the country? In the course of the debate a weighty argument was proffered: the French system of taxes rests, for three-fourths of the total amount, on excise or indirect taxation. Although direct taxes are more easy to levy, they are unjust. Bearing, as they do, on necessaries, as well as luxuries, they load the large families with an undue burden. A family bonus, allowed to large families, would be rebate on indirect taxes, as required by strict social justice.

Every one agreed about the principle. But, in the present condition of the French finances—with 117 billion francs advanced for reparations, on which interest has to be paid at 6 or 7 per cent—many a well-meaning deputy shrank appalled from the consequences of such a measure. Yet, to the credit of the French rulers be it said, in spite of the financial stress, the bill was passed in both houses. The Senate somewhat lowered the rate of the bonus, reserving the possibility of raising the figure, when the budget would permit greater liberality.

As it is, the Law for National Encouragement to Large Families is a step greatly to the honor of French statesmen and of public opinion that supports them. It means sacrifices for the public welfare, at a time when large outlay is already called for to fill urgent needs. The present bonus, it is true, is hardly more than nominal—90 francs a year for each child, below fourteen, beyond the third child, with the proviso that it may be continued till the age of sixteen, if the child enters into a high school course after the primary school, or begins his apprenticeship. The bonus is granted only to families that are exempted from the income tax. The amount is small, but it is an important thing to have the principle recognized and incorporated into the Code. When France can draw less scantily out of the national assets, the machinery of this allowance to large families will be ready to work with full results.

CHARLES CESTRE

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BOOK REVIEWS

Sharing the Control of Industry

THIS is a notable book. As executive secretary of the Board of Operatives of the Dutchess Bleachery, Inc., the author has enjoyed unusual oportunities to observe at close range the results of one of the most significant attempts to take the employes into partnership in business that is being made in any part of the world. To his own observations he has added study of the thousand-odd American experiments with shop councils or other plans of employe representation now in operation. The result is a really critical appraisal of the significance of this movement, its promise and its limitations. While his own conclusions are optimistic, he so clearly presents the obstacles to making labor co-partnership effective over the whole industrial field, that a reader of a less sanguine disposition may find material in his pages for as gloomy a view of the future of industrial America as suits his personal disposition.

In his introductory chapters, Mr. Myers shows the superiority of the wage system over the systems of slavery and serfdom which preceded it, but at the same time brings out the fact that the modern wage-earner is far from being the free agent which comfortable employers like to imagine. Dependent on his daily wage for his daily bread, he is tied to his job—when he has one—if not by law by an economic pressure which is almost as compelling. Continuing, he emphasizes the fact that dependence on the employer for the opportunity to live develops in the employe either a servile or a rebel mind according to his individual temperament and circumstances. Neither offers very promising material for the responsible relationship of a partner in industry and, therefore, the first task of an employing company, which wishes to substitute co-partnership for the former role of master, is educational.

Reviewing plans of employe representation in Chapter IV., the author distinguishes four types. In the first employe representatives have advisory powers only. In the second they really bargain with the employer as to the terms and conditions of their employment and have the right to refer to arbitration issues which cannot be settled by negotiation. In the third type, one or more employe representatives are admitted to membership on the board of directors. Finally, the fourth type takes a truly democratic attitude towards labor unions, dealing freely with union officials when the employes prefer this form of representation to that by fellow employes elected through shop committees. Among the thousand-odd American companies which have some form of works council or shop committee in their plants, he knows of only four besides his own which have employe representatives on their boards of directors. The number which negotiate regularly with trade union officials is, of course, very much larger but as a rule these plants are not very progressive in the development of employe participation in management partly because trade union officials themselves usually prefer to leave problems of management entirely to the employer.

In the chapters which constitute the chief contributions of the book on the Technique of Employe Representation, Employe Representation at Work, and Profit-Sharing and Employe Representation, Mr. Myers presents with skill and eloquence his conclusions, abundantly illustrated from his personal experience, as to the forms employe representation should take and the reaction on the employe and on production of a serious attempt to take him into partnership. Particularly suggestive is his treatment of profit-sharing. He brings out the fact that the root cause of the well known failure of most of the plans of profit-sharing that have been introduced is the absence of employe representation from the management of the business and the consequent suspicion and distrust on the part of the rank and file. His conclusions that, on the one hand, employe representation in management is essential to the long-run success of profit-sharing, while, on the other, no scheme of employe representation in industry will be complete until it includes some form of profit-sharing, are in harmony with those of other experienced and democratically minded industrial practitioners, such as Seebohm Rowntree and Henry Dennison.

The final chapters deal with the broader aspects of the problem, Efficiency and Democracy, Education and Democracy, Religion and Morality in an Industrial Democracy, The Public, and Constitutional Government in Industry. In them the author shows his clear grasp of the limited progress that can be made in a single plant, because of the controlling force of competition. He recognizes that employe representation in management must be extended to all the plants engaged in a given branch of industry before standards can be advanced to the extent that the best interests of employes make desirable. He hopes that this may come about voluntarily, a "revolution by consent" in Hobson's phrase, but also he believes that the government must intervene to define and uphold the rights which underlie industrial democracy in some such way as it long ago intervened to define and uphold the rights that underlie political democracy. An inevitable result of this process will be, he thinks, lessened emphasis on industry for profit and greater emphasis on industry for service, service to consumers in more and better products and service to the rank and file of producers in better conditions of employment, shorter hours, higher wages, and, above all, the improved morale that must result from a more self-respecting, responsible and understanding relationship to the day's work.

There are a few points in the development of the argument to which, if space permitted, exception might be taken, as for example where it is maintained, following Hobson, that "over-production is continuous and inevitable on ac-

REPRESENTATIVE GOVERNMENT IN INDUSTRY, *by James Myers. George H. Doran Co. 249 pp. Price $2.00 postpaid of The Survey.*

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count of the disproportionate distribution of income" (p. 68), but these are unimportant. With these insignificant exceptions, the presentation of the case for Representative Government in Industry seems to the reviewer both adequate and convincing. It is a pleasure to recommend a book by a graduate of Columbia University as decidedly the best in its field.

HENRY R. SEAGER

Professor of Political Economy,
Columbia University

THE RUN OF THE SHELVES

Books are listed here as received. Many of those mentioned by name only in the classified sections below will be reviewed later.

Education, Ethics and Sociology

ANTHROPOLOGY, *by A. L. Kroeber. Harcourt, Brace & Co. 523 pp. Price $4.50 postpaid of The Survey.*

PROFESSOR KROEBER has written a textbook that will interest students where other books fail to do so; for he writes with a warmth that has in it more of the ardor of the artist, engaged in the construction of a great pageant, than of the heat of argument over minor points that characterizes much of the literature in this field. We do not recall having anywhere seen the subject of race treated more sensibly or the different aspects of human evolution brought into more revealing relationship. But above all it is the critical quality of the book that fascinates. Here the fruitless efforts of the specialist in a small section of the field to explain from his little corner and with his fragmentary data the strangest phenomenon in the known universe, mankind, is shown for what it is. The author has no high-sounding solutions for every problem that faces the young science of anthropology. He does not attempt the impossible. Yet his masterly definitions of these problems are worth more, perhaps, than the most brilliant hypotheses defended at this stage. The book is to be recommended to our friend the "general reader" as well as the student; it will both entertain and stimulate him.

B. L.

PRINCIPLES OF SOCIOLOGY, *by Frederick A. Bushee. Henry Holt and Co. 577 pp. Price $3.50 postpaid of The Survey.*

A COMPREHENSIVE survey of the general field of sociological study with treatment of such special subjects as are likely to be studied in a general college course in this field. The author is professor of sociology in the University of Colorado, and deals with his materials in ways that, doubtless, commend themselves to himself as a teacher. He discusses the "general principles of social progress"; "economic and political factors" in social relationships; "genetic factors," such as race consciousness, sex, the family, migrations and heredity; "psychological factors"; and "cultural forces." The book raises many problems. It shows some bias toward antiquated types of biology and psychology. It should stimulate much discussion in classes.

J. K. H.

LAW AND FREEDOM IN THE SCHOOL, *by George A. Coe. The University of Chicago Press. 133 pp. Price $1.75 postpaid of The Survey.*

A FRESH and vigorous discussion of this old problem of the relationships and the contradictions between discipline and freedom. The discussion is set in terms of the current "project method" of teaching and brings out the elements of law and the elements of freedom in any "project situation." With so much "soft pedagogy" gathering around the "project," on the one hand, and so much schoolish rig-marole surrounding it, on the other, some clear, realistic thinking about the subject is doubly welcome. Professor Coe's distinctions between the "cannot" of natural law, the "must not" of statutory law and the "ought not" of moral law are illuminating. Teachers are probably not reading much in the field of educational philosophy, these days; but this small volume would not take their attention over-long from tests and measurements. And, afterward, those other subjects would have much more meaning.

J. K. H.

Behavior and Mental Health

THE CONQUEST OF NERVES, *A Manual of Self Help, by J. W. Courntey. Macmillan Co. 209 pp. Price $1.25 postpaid of The Survey.*

FOR THE panicky, worrying, psychoneurotic person who has lost confidence in himself and orthodox medicine which finds no organic disease in him, the prescription of self-control is more irritating than anything else. But a rapid survey of religio-medical cults and forms of charlatanry to which he is tempted to and often does turn shows that their cures are merely devices for diverting the attention which frequently reverts to the disagreeable physical and mental symptoms. A clear explanation of the nervous source of his distress such as that given in this small volume will restore to the individual his faith in the simple rules of personal hygiene, mental as well as physical.

J. H. O.

THE LOGIC OF CONDUCT, *by James MacKaye. Boni & Liveright. 486 pp. Price $3.00 postpaid of The Survey.*

THE MIND IN ACTION, *by George H. Green. G. P. Putnam's Sons. 223 pp. Price $2.00 postpaid of The Survey.*

CHARACTER AND HAPPINESS, *by Alvin E. Magary. Charles Scribner's Sons. 214 pp. Price $1.50 postpaid of The Survey.*

CONTROLLED POWER, *by Arthur Holmes. Little, Brown & Co. 220 pp. Price $1.75 postpaid of The Survey.*

PSYCHOLOGY OF EARLY CHILDHOOD, *by William Stern. Henry Holt & Co. 557 pp. Price $5.00 postpaid of The Survey.*

COMMON SYMPTOMS OF AN UNSOUND MIND, *by G. Rutherford Jeffrey. Paul B. Hoeber. 268 pp. Price $2.50 postpaid of The Survey.*

THE MASTERY OF FEAR, *by William S. Walsh. E. P. Dutton Co. 315 pp. Price $2.00 postpaid of The Survey.*

THE ADOLESCENT GIRL, *A Study from the Psychoanalytic Viewpoint, by Phyllis Blanchard. Revised Edition. Dodd, Mead & Co. 250 pp. Price $2.50 postpaid of The Survey.*

CRIME AND INSANITY, *by W. C. Sullivan. Longmans, Green & Co. 259 pp. Price $4.20 postpaid of The Survey.*

Religion

OF ONE BLOOD, *by Robert E. Speer. Missionary Education Movement. 258 pp. Price $ .75 cloth, $ .50 postpaid of The Survey.*

THIS "short study of the race problem" is likely to be read by tens of thousands of persons of all ages and shades of skin color in America in the next year or two. The demand for study material on race relations has been growing by leaps and bounds; and Mr. Speer has provided the Protestant churches with just the kind of book they wanted and needed. In spite of a summarization which has left in the author's hands enough material for a second volume to be published in the fall under the name of Race and Race Relations, the present book covers the ground interestingly, instructively and with enough quotation and discussion to make each point clear. Mr. Speer has managed to condense into this small volume an immense amount of reading; and while he is giving opposing views on contested questions, he has selected with almost unerring discrimination the soundest of views for emphatic endorsement and commendation to Christian Americans. In spite of its brevity, this little book is quite the best of popular expositions of the counteract in the most effective way, by stimulating thought, much misunderstanding and misleading propaganda. It is going to make the existing good will in the churches function more freely in the solution of the many and varied race problems of our country.

L. B.

STUDIES IN THE CHRISTIAN GOSPEL FOR SOCIETY, *by H. A. Mess. George H. Doran Co. 241 pp. Price $2.00 postpaid of The Survey.*

THE MYSTERY OF RELIGION, *by Everett Dean Martin. Harper & Brothers. 383 pp. Price $3.00 postpaid of The Survey.*

OUTLINE OF THE BIBLE, *by Cyril Wyche. The Bibliopole Co., Nashville, Tenn. 82 pp. Price $1.00 postpaid of The Survey.*

THE VIRGIN BIRTH, FACT OR FICTION, *by John Roach Straton and Charles Francis Porter. George H. Doran. 96 pp. Price $.50 postpaid of The Survey.*

WAS CHRIST BOTH GOD AND MAN? *by John Roach Straton and Charles Francis Potter. George H. Doran. 101 pp. Price $.50 postpaid of The Survey.*

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SOCIAL WORK SHOPTALK

HISTORIC Toynbee Hall, whose head warden James J. Mallon is well remembered by so many delegates at the National Conference of Social Work in Washington a year ago, possesses ancestral ties especially significant to the older settlements in America. It will be of peculiar interest to our own pioneers to know that two rarely endowed women who so contributed vitality to the service of Toynbee Hall forty years ago at its founding still enrich the roster of England's truest living nobility. These are Mrs. Henrietta Barnett, widow of Canon S. A. Barnett, founder of the institution, and Mrs. John Falk, sister of Arnold Toynbee after whom the institution was named.

Mrs. Barnett is devoting the later years of her life first to the Hampstead Garden Suburb, to which has been added the Hampstead Garden Suburb Institute. Her Majesty the Queen has shown her interest not only by laying the foundation stone in 1918, and recently presided at the opening of the Institute.

Mrs. Falk was one of the first social workers at Toynbee Hall. Richly endowed mentally, and a most gracious lady whose invalidism has in no degree lessened her rarely intelligent grasp of social movements, she is living happily and beautifully in her fine old English home "Thorshill" in West Kirby, Cheshire, near Liverpool. A like sincere compliment may well be paid to John Falk, whose gracious hospitality is a pleasant memory.

Howard Falk of Montreal—known to National Conference attendants as one of the representative social workers of Canada—is their much loved son, while Alfred Anderson, editor of the Dallas (Texas) Despatch is a nephew.

ELMER SCOTT

ALFRED KENYON MAYNARD will be missed from the ranks of social workers both in England and America, with whom he served the common cause many years. In early manhood he was a fellow resident with Percy Alden at Mansfield House, East London. Coming to America and settling his family residence in a rural community of central New York, he and Mrs. Maynard greatly promoted its neighborly fellowship and progress.

Attracted to settlement service they and their daughter Frieda Maynard were among the most valuable volunteer residents at Chicago Commons, serving in the same capacity for three years at Northwestern University Settlement, Chicago. Through the most trying years of its initiation, Mr. Maynard was the treasurer and business manager of the Chicago School of Civics and Philanthropy, devotedly relieving its over-worked staff of many cares. He assisted the United Charities in meeting such emergencies as providing for homeless men in recurrent periods of unemployment. His understanding sympathy with the Negro people led him to serve them through his active cooperation with the Urban League. He did much toward starting and maintaining the Wendell Phillips Settlement among the negroes of Chicago's west side, serving as its treasurer and on its board of trustees.

Returning to England three years ago, the Maynards located their home in the Woolwich manufacturing district of London. With many former members of the Liberal Party, they joined the Labor Party and all three of them actively participated in the campaign that culminated in the Labor administration.

The singular simplicity, sincerity and almost self-less devotion of Mr. Maynard, which characterized his manifold service to others, also found the same gently heroic expression in the fortitude with which he patiently suffered through a long and painful illness. Conforted and strengthened by the faith and fellowship of the Society of Friends which he shared, his beautiful and helpful spirit found rest on June 30.

G. T.

STUDENTS, editors, social workers, investigators wishing information on British labor legislation or social conditions are among those indebted to the service of the British Library of Information at 44 Whitehall Street, New York. Recognition of this service came this spring in the King's birthday honor list, which bore the name of the director Robert Wilberforce. The order given was Commander of the British Empire.

LOOMIS LOGAN, case director for the Associated Charities of Richmond, and before that director of personnel and education work for the Potomac and Southern Divisions of the Red Cross, has joined the staff of the Virginia State Board of Public Welfare, in its children's bureau.

THE LATEST of the frequent adventures in publicity of the Public Charities Association of Pennsylvania is the P. C. A. Herald—a miniature magazine, smaller even than Better Times, which carries the news of the association's program, purposes, and personnel. Inside the front cover is an intriguing calendar calling attention to meetings, conferences, hearings and special observances.

1924			MAY			1924
SUN.	MON.	TUE	WED.	THU.	FRI.	SAT.
				ACHA	2	3
4	5	6	7	PCA	CC	10
11	12	PCA	14	PCA	16	17
18	19	PCA	PCA	22	CC	24
25	26	27	28	PCA	30	31

TWO CHANGES are announced in outstanding missionary colleges. Dr. Mary Mills Patrick, president for 34 years of the Constantinople Women's College, is coming home to America at the end of the summer after 53 years of educational work in Turkey. Kathryn Newell Adams, a member of the faculty in Constantinople since 1920 succeeds Dr. Patrick as president. Charles Keyser Edmunds, president for 17 years of the Canton Christian College, has become provost of Johns Hopkins University. The Rev. James McClure Henry, vice-president of the college, succeeds him.

AFTER a year in Cincinnati as executive director of the Trounstine Foundation for Social Research, Raymond G. Fuller returns to his earlier field—the child labor fight—as secretary of the Massachusetts Child Labor Committee.

FROM the superintendency of the Bronx Hospital, New York, Maurice Dubin goes to become superintendent of the Mt. Sinai Hospital in Philadelphia.

WASHBURN COLLEGE at Topeka honored L. A. Halbert of Kansas City with the degree of LL. D. at its 1924 commencement recognizing thus not only his leadership in the organization of social work but his authorship of a widely-read manual, What Is Professional Social Work?

BY TEAM-WORK between the Yokohama Y. M. C. A. and the Sunday schools of Japan, the children of Yokohama are to have flower-seeds with which to add beauty and cheer to the desolation of the earthquake and fire-swept city. Sufficient funds to buy more than 60,000 packages of seeds for the 30,000 children in the primary schools have already been raised.

FROM the Face-Sheet, published by the Family Welfare Society of Indianapolis comes this contribution to the literature of child-placing: A woman applied to the City Hospital for a colored infant.. The particular baby that impressed her was dark-skinned, but the hospital workers were not sure it was Negro. They thought it was foreign, as its parentage was unknown. The applicant drew back, firmly. "I don't want a foreign child," she said, "Supposin' it should talk some language I don't understand."

THE COLUMBIA STATE recently brought out staff correspondence by McDavid Horton, managing editor, describing St. Helenas' Island off Beaufort and the work of Penn School there. Mr. Horton included a number of excerpts from the "remarkable series of articles" written by Miss Cooley for Survey Graphic in which the "story of the island is told with humor and acumen." The correspondence has been reprinted by the publisher of The State, Ambrose E. Gonzales, and distributed as a twenty-page pamphlet "as a contribution toward racial adjustment." Mr. Gonzales is himself one of the most unique interpreters of the Negro life in the Coast region.

PROPAGANDA, what puns are committed in thy name! Illinois has been given a new state hymn, "to be used when we take the 'ill' out of Illinois," through the ingenious invention of Dr. George Thomas Palmer. Here is a typical stanza:

Pride of all thy sons and daughters, Wellinois, Wellinois,
You have cleansed your inland waters, Wellinois, Wellinois,
Fair Chicago great and grand,
Has no typhoid on her hand,
Offers health to every land, Wellinois, Wellinois
Offers health to every land, Wellinois.

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COMMUNICATIONS

Frederick King

TO THE EDITOR: This is not just a notice to the friends of Fread King that he is dead—for since he died, July 15, I have been thinking about his life, and I want to write a few words about that. For he was one of the few *big* men, the rare personalities I have known, a silent man but strong and deep, enlisted in the service of that movement vast as all the seas, persistent and resistless—the Big Push toward the Better Days.

From the time when King left Yale in 1899, his record has been so plain and clear that the bare facts given here will be quite eloquent enough. He came to New York and was one of the probation officers here. In 1902 I joined him at the University Settlement and was his roommate for some years. His day was long. He was up at seven, and I remember him coming back dog-tired about twelve at night. It was heavy, exhausting, heart deadening work, but he kept at it all the time. I ran off to the big Stockyard's Strike, and later I went over to Russia, in the Father Capon days. When I came back, King was still on the job. I remember his asking me once, "Why don't you stop writing and go to work?" And by work he always meant personal work and always for the underdog. Not organizing, agitating, legislating. That's hard enough. But from their own experience many readers of The Survey know that the hardest kind of service is the personal work—case after case—the taking a man who is down and out and sticking to him through thick and thin. Fred King did that for about six years. Then he told me, "I guess it's pretty near hopeless, unless you get at'em early and head off trouble while they are kids."

He had always been wonderful with boys. The same rare quality in the man, the kindly deep humanity which though he was silent made his big presence felt in a room, was something that boys recognized the moment that they saw him.

So now he began to work with boys. Tough ones. He took them from Cherry Hill and out of reformatories and jails. He took them to a farm house near Litchfield, in the Connecticut hills. He had about thirty at a time. One woman to help him, another to cook. Summer and winter for four years. No cellar. Only two stoves in the house. Meat once a week. For King was no good at collecting funds. The small house, as I remember it, was always a place of deafening noise. And four years of it broke him down.

He had begun with a splendid physique. Six-feet-two, all muscle and bone.

Ten years of work had worn him down. And typhoid came—and from that time on he was only a wreck of the physical man that he had been. But he did not stop working; he kept on.

First for the grown-ups down and out, then back of them to the boys, and now to the forces behind the boys. He went out to Madison and studied labor conditions under John Commons, for a year. Then the Socialists carried Milwaukee. King went there and for three years ran the State Employment Bureau. It was there that he married Edith Shatto; and after an illness that same year she persuaded him to go out to the Coast, to California, her home state, where she hoped to make him well. But his kidney trouble grew worse out there, and an operation did little good. He began to be hungry for work in New York, so at last they came east and for some time he worked with boys in the public schools. Later he worked for the Russell Sage, and next for the Impartial Chairman in the clothing industries. But then back he came to the boys—and in these last years, whenever he was well enough, he worked in the Vocational Service for Juniors in a New York public school, trying to guide the youngsters into jobs that suited them. And he liked this work so well that nothing could keep him, in each illness, from getting up before he should and getting back again on the job.

But the sick spells grew more frequent—and so this summer came the end.

The Servants of Relief for Incurable Cancer

have got on well with their petitions for a large Fund to build a fireproof Rosary Hill Home at Hawthorne, Westchester County, N. Y., for destitute cancer cases, of all creeds and nationalities. $111,000.00 has been received in the last three years, and $59,000.00 has been expended in excavating, some building and furnishing of a first portion of the Home to hold 25 of the men and women already harbored in the old wooden Home; and $200,000.00 is needed to build the main fireproof Home for 100 persons. When it can be done depends upon the quick or slow response in donations of those who compassionate deplorable needs. Our first two large wards, with small rooms and kitchen, laundry and large well, are praised as a most cheerful and convenient beginning, on the fine hill adjacent to our present wooden house, occupied by our patients (numbering 45 or more at a time) for the last 23 years. All is warmly endorsed by doctors for the many windows and large spaces. For the peace and pleasure of these destitute invalids the piping for funds must go on, for no money is received from our poor; so do not, we implore, withhold the precious $1.00, nor the occasional meteor, a big sum, from a charity that cancer makes necessary today.

MOTHER M. ALPHONSA LATHROP, O.S.D.,
Treasurer.

The Servants of Relief for Incurable Cancer
Rosary Hill Home, Hawthorne, N. Y.

I know a boy who quite broke down when he heard that his old friend King was dead. And there will be many others like that. Some of them boys, some men and women—many of them down and out. A widely scattered multitude. Half of them may never know. But by long and devious ways the news will finally reach the rest. And each one will grieve for him. "My old friend Fred King is dead."

ERNEST POOLE

Franconia, N. H.

Costs at Mooseheart

TO THE EDITOR: A statement of comparative costs at several institutions caring for dependent children recently published in The Survey, (The New Pied Pipers, April 1, 1924), fixed the annual cost per child at Mooseheart, the Home-School-City of childhood, maintained by the Loyal Order of Moose, at something more than $1,000. The article criticises this cost as too high, and intimates that under some plan other than the Mooseheart system, dependent children could be cared for more cheaply. The point of view from which the article was written is entirely different from the point of view of the Loyal Order of Moose in maintaining Mooseheart for its dependent children. The purpose of the order is not to save money on the children, but to spend money judiciously to obtain the best results for the children. When the question of the child as against the dollar arises, Mooseheart gives the preference to the child. The nation is today spending billions on jails and almshouses and similar institutions which might well be saved if our neglected and dependent children were all given care, education and home life according to the Mooseheart standard.

At Mooseheart financial considerations are sacrificed to the end that the Mooseheart ideal in child care may be maintained. The plan is devoted to the preservation of the family and to the fostering of respect for home life. This system entails expenditures which would not be made under a plan which

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AMERICAN BIRTH CONTROL LEAGUE—President, Margaret Sanger, 104 Fifth Avenue, New York City. Objects: To educate American public in the various aspects of the dangers of uncontrolled procreation; to establish centers where married persons may receive contraceptive advice from duly licensed physicians. Life membership $1.00; Birth Control Review (monthly magazine) $2.00 per year.

AMERICAN CHILD HEALTH ASSOCIATION—Headquarters, 532 17th St., N.W., Washington, D. C.; Administrative Offices, 370 7th Avenue, New York. Herbert Hoover, President; L. Emmett Holt, M.D.;* Livingston Farrand, M.D.; Thomas D. Wood, M.D.; Mrs. Maud Wood Park, 1st, 2nd, 3rd, 4th Vice-Presidents respectively; Corcoran Thom, Treasurer; Philip Van Ingen, M.D., Secretary; Edward M. Flesh, Comptroller. To promote health among children from conception to maturity—this to be accomplished through cooperation with parents, doctors, nurses, teachers, and other health workers; by dissemination of scientific information and teaching methods in schools, through conferences, addresses, pamphlets, publicity material, and a monthly magazine, "Child Health Magazine."

* Deceased.

AMERICAN COUNTRY LIFE ASSOCIATION—K. L. Butterfield, president; Henry Israel, executive secretary. Room 1849, Grand Central Terminal Bldg., New York City. Emphasizes the human aspect of country life. Annual membership $3.00 includes "The Country Life Bulletin."

AMERICAN FEDERATION OF ORGANIZATIONS FOR THE HARD OF HEARING—Promotes the cause of the hard of hearing; assists in forming organizations. Pres., Dr. Gordon Berry; Field Secretary, Miss Betty Wright, 1601—35th St., N. W., Washington, D. C.

AMERICAN HOME ECONOMICS ASSOCIATION—Lita Bane, executive secretary, Grace Dodge Hotel, Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics: office of editor, Grace Dodge Hotel, Washington, D. C.; of business manager, 1211 Cathedral St., Baltimore, Md.

AMERICAN PEACE SOCIETY—Founded 1828, labors for an international peace of justice. Its official organ is the Advocate of Peace, $2.00 a year. Arthur Deerin Call, secretary and editor, 612-614 Colorado Building, Washington, D. C.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Frank J. Osborne, executive secretary; 370 Seventh Ave., New York. To disseminate knowledge concerning symptoms, diagnosis, treatment and prevention. Publication free on request. Annual membership dues, $5.00.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To promote a better understanding of the social hygiene movement; to advance sound sex education; to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

COMMUNITY SERVICE—315 Fourth Ave., New York City. A national civic movement for promoting citizenship through right use of leisure. It will, on request, help local communities work out leisure time programs. H. S. Braucher, secretary.

COUNCIL OF JEWISH WOMEN—305 W. 98th Street, New York. Miss Rose Brenner, president; Mrs. Harry Sternberger, executive secretary. Promotes civic cooperation, education, religion and social welfare in the United States, Canada, Cuba, Europe.

Department of Immigrant Aid—799 Broadway. Mrs. S. J. Rosensohn, chairman. For the protection and education of immigrant women and girls.

COUNCIL OF WOMEN FOR HOME MISSIONS—156 Fifth Avenue, New York. Organized in 1908; 20 constituent Protestant national women's mission boards. Florence E. Quinlan, exec. sec'y. Committee on Farm and Cannery Migrants, Summer Service for College Students, Laura H. Parker, exec. supervisor.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 30 Protestant denominations. Rev. Chas. S. Macfarland, Rev. S. M. Cavert, general secretaries; 105 East 22nd Street, New York.

Commission on the Church and Social Service—Rev. Worth M. Tippy, executive secretary; Rev. F. Ernest Johnson, research secretary; Agnes H. Campbell, research assistant; Inez M. Cavert, librarian.

HAMPTON INSTITUTE—Trains Negro and Indian youth for community service. Advanced courses: agriculture, builders, business, home-economics, normal. Publishes "Southern Workman" and free material on Negro problems. J. E. Gregg, principal.

INTERNATIONAL COMMITTEE OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—First appointed 1854, located New York City 1866, incorporated 1883. Headquarters office, 347 Madison Avenue, New York City, N. Y. Tel., Vanderbilt 1200. Branch offices, Chicago, Atlanta, Denver. Chairman, James M. Speers; treasurer, B. H. Fancher; general secretary, John R. Mott. The Committee maintains a staff of executive and traveling secretaries for service in the interests of the Young Men's Christian Associations at home and abroad.

JOINT COMMITTEE ON METHODS OF PREVENTING DELINQUENCY—Graham Romeyn Taylor, executive director, 50 East 42nd Street, New York. To promote the adoption of sound methods in this field, with particular reference to psychiatric clinics, visiting teacher work, and training for these and similar services; to conduct related studies, education and publication; and to interpret the work of the Commonwealth Fund Program for the Prevention of Delinquency.

NATIONAL ASSOCIATION OF CIVIC SECRETARIES—Walter T. Arndt, president, New York; Robert E. Tracy, secretary, 313 South Broad Street, Philadelphia. Purpose—To provide contact and interchange of ideas and information among professional secretaries of civic organizations. Annual meeting held with National Municipal League.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Owen R. Lovejoy, general secretary, 215 Fourth Avenue, New York. Industrial, agricultural investigations. Works for improved laws and administration, children's codes. Studies child labor, health, schools, recreation, dependency, delinquency, etc. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC.—Charles F. Powlison, general secretary, 70 Fifth Avenue, New York. Originates and publishes exhibit material which visualizes the principles and conditions affecting the health, well-being and education of children. Cooperates with educators, public health agencies, and all child welfare groups in community, city or state-wide service through exhibits, child welfare campaigns, etc.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE—Dr. William H. Welch, president; Dr. Frankwood E. Williams, med. dir.; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, nervous and mental disorders, feeble-mindedness, epilepsy, inebriety, criminology, psychiatric social service, backward children, surveys, state societies. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $ .25 a year.

NATIONAL COMMITTEE FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, managing director; Mrs. Winifred Hathaway, secretary; 130 East 22nd Street, New York. Objects: To furnish information, exhibits, lantern slides, lectures, personal service for local organizations and legislation, publish literature of movement—samples free, quantities at cost. Includes New York State Committee.

NATIONAL CONFERENCE OF SOCIAL WORK—Grace Abbott, president, Washington, D. C.; W. H. Parker, secretary, 25 East Ninth Street, Cincinnati, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-first annual meeting of the Conference will be held in Toronto, Canada, June 25th to July 2nd, 1924. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL CONGRESS OF MOTHERS AND PARENT-TEACHER ASSOCIATIONS—Executive office: Mrs. A. H. Reeve, president, Chestnut Hill, Philadelphia, Pa.; national headquarters: Mrs. Arthur C. Watkins, executive secretary, 1201 Sixteenth Street, N.W., Washington, D. C. An organization interested in the promotion of child welfare, adequate legislation for women and children, closer relation between home and school.

NATIONAL CONSUMERS' LEAGUE—156 Fifth Avenue, New York. Mrs. Florence Kelley, general secretary. Promotes legislation for enlightened standards for women and minors in industry and for honest products; minimum wage commissions, eight hour day, no night work, federal regulation food and packing industries; "honest cloth" legislation. Publications available.

NATIONAL FEDERATION OF SETTLEMENTS—Albert J. Kennedy, sec'y; 20 Union Park, Boston. Develops broad forms of comparative study and concerted action in city, state and nation, for meeting the fundamental problems disclosed by settlement work, seek the higher and more democratic organization of neighborhood life.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—Member, National Health Council—Anne A. Stevens, R.N., director, 370 Seventh Avenue, New York. For development and standardization of public health nursing. Maintains library and educational service. Official Magazine, "Public Health Nurse."

NATIONAL PHYSICAL EDUCATION SERVICE—315 Fourth Ave., New York, N. Y. To obtain progressive legislation for physical education. Established at the request of a committee created by the United States Bureau of Education; 35 national organizations cooperating. Maintained by the Playground and Recreation Association of America.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 127 E. 23rd St., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION—Anna A. Gordon, president; Headquarters, 1730 Chicago Avenue, Evanston, Illinois. To secure effective enforcement of the Eighteenth Amendment, to advance the welfare of the American people through the departments of Child Welfare, Women in Industry, Social Morality, Scientific Temperance Instruction, Americanization and other allied fields of endeavor. Official publication "The Union Signal" published at Headquarters.

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THE SURVEY'S DIRECTORY

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, prin.; Warren Logan, treas.; A. L. Holsey, acting sec'y, Tuskegee, Ala.

VOLUNTARY PARENTHOOD LEAGUE, INC.—19 West 44th Street, New York City. Mary Ware Dennett, Director. Aims to correct laws regarding birth control information, and to promote better parenthood. Actively working for passage of Cummins-Valle Bill now before Congress.

WORKERS' EDUCATION BUREAU OF AMERICA—Spencer Miller, Jr., sec'y; 476 West 24th St. A clearing-house for Workers' Education.

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separated families, and housed great numbers of children in dormitories or sleeping halls. At Mooseheart the children are housed as families in individual homes, and whatever remains of the family group is preserved. These individual homes are costly, for they are of modern fire-proof construction, artistic in appearance and carefully designed for the purpose for which they are used. The Moose believe that whatever extra cost may be involved in this plan is fully justified by the results obtained. The Moose are willing to make the sacrifices necessary to prevent the scattering of families, the separation of mothers and children, or brothers and sisters which brings so much of loneliness and misery into life.

The figure arrived at in the Survey article includes some $125 charged up as interest on the Mooseheart estate. Now Mooseheart is not alone a child city. It is the headquarters of a great fraternity, where all of its executive business is transacted and from which the affairs of an organization of nearly 600,000 men are directed. Surely the land, plant and equipment used for these purposes is not properly chargeable to child care. Disregarding this estimate brings the cost per child per year down to about $900. Of this $250 is spent on education, both academic and industrial. This figure is high but it is justified in the light of the results of ten years of work at Mooseheart. This expenditure enables us to turn out producing graduates, trained in head and heart and hand, able to step forth into the world and maintain themselves as self-supporting independent citizens, a credit to themselves and an asset to the community. The Loyal Order of Moose is not prepared to cut down expenses by neglecting the education of its children. This expenditure for education would not appear in the budget of an ordinary public orphanage. For the children in such an institution would use the public schools maintained at the expense of the community.

In this total of costs compiled by The Survey there must be provided not alone child care, child education, and child recreation. There must be considered a whole long list of expenditures which in the case of a public orphanage would be charged to the community generally. Mooseheart must maintain its own paved streets, its fire protection, its water supply system, its sewage system, its parks and its playgrounds, its summer camp and lake beach. It must maintain all the services which any municipality maintains, and all of this has been charged to child care. The Mooseheart child has at its disposal an elaborate system of preventive medicine, including dentistry and surgical care. Approximately $30 a year per child is expended in maintaining hospital service, which is not merely a curative service but especially a preventive services.

No one familiar with conditions at Mooseheart during the last three years can question, or will question, that this money is well expended. Dependent as well as other children die. A certain death-rate is expected among children everywhere. At Mooseheart it was determined to cut down or abolish that child death-rate if possible. Thanks to the expenditures on preventive measures, there has not been a single death in the last thirty months. Mooseheart spends money to maintain a completely equipped modern hospital. The money is well spent. Linked with the problem of child health, too, are the expenditures for supervised play and outdoor exercise and recreation at all seasons of the year. These things add to costs, but they all play a part in making for a healthier, fuller child life. It is worth it.

Among other charges at Mooseheart must be reckoned the cost of maintenance of religious services for all denominations represented among 1,200 children. For in seeking the balanced education at Mooseheart, the Loyal Order of Moose does not fail to recognize the importance of religious training, the need of true religion in our daily life. These costs would not enter into the budget of the ordinary public orphanage, but at Mooseheart we are willing to pay whatever may be necessary to provide that religious background without which we cannot hope to build real Americans for the America of the future.

From these things it may plainly be seen that the whole matter of criticism of costs at Mooseheart is beside the point. The purpose of Mooseheart is to save children,—not money.

JAMES J. DAVIS

Secretary of Labor, Washington

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WORKERS WANTED

JEWISH worker capable of directing girls' department of Philadelphia Settlement. State age, education and experience. 4773 SURVEY.

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YOUNG WOMAN, over twenty-five years of age to fill a position in the Welfare Division of the Metropolitan Life Insurance Company. She should be a graduate of a recognized College or University, with not less than three years experience in social work. She should preferably have worked with organizations doing family case work and Public Health Education.

The work includes the handling of correspondence with field representatives of the Company in relation to their community activities, and with social agencies who ask for literature or for active cooperation in their local enterprises. It also includes the development of plans for educational health campaigns.

The position is permanent and offers ample opportunity for advancement for the right person. In addition, the Company offers certain perquisites, such as luncheons, health insurance at a very nominal rate, free life insurance, periodic health and dental examinations.

Apply by letter only, giving full details as to education, experience, and salary desired. Address Personnel Division, Metropolitan Life Insurance Company, 1 Madison Avenue, New York City.

WORKERS WANTED

EXECUTIVE Secretary. Woman, experienced, as secretary for community chest in Mount Vernon, N. Y. Permanent position. Apply giving full particulars of experience and salary desired to Leon Mann, 32 Winfield Ave., Mount Vernon, N. Y.

WANTED: a lady as housekeeper in a small settlement house in the East. $60.00 a month and board and room. 4899 SURVEY.

WORKER, capable to direct girls' activities and clubs and assist headworker in New York settlement. State experience and references. 4868 SURVEY.

WANTED: In Pittsburgh, Case Worker (Jewess preferred) for girls. State age, education, experience, salary desired. Give references. 4903 SURVEY.

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COOPERATIVE PLACEMENT SERVICE. Social workers, secretaries, superintendents, matrons, housekeepers, dietitians, cafeteria managers. The Richards Bureau, 68 Barnes Street, Providence, R. I.

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TEACHERS wanted for public and private schools, colleges and universities. Education Service, Steger Building, Chicago; Southern Building, Washington; 1254 Amsterdam Ave., New York.

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DEAN OF GIRLS' Public or Private School. College graduate (1911), Protestant, twelve years teaching experience, now taking special course preparatory to filling position as Dean of Girls, available Fall school term. 4889 SURVEY.

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WANTED, from October 1st, home for little girl of four. Business mother travels part time. Desires complete care for child during absence from city. Child attends play school 9 to 12. Vicinity Thirteenth Street, West. 4890 SURVEY.

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WOMAN stenographer-bookkeeper, wishes secretarial work in settlement house. New York City preferred. Experienced in social work. Excellent credentials. Available at once. Box 402, Avon, N. Y.

WOMAN of refinement would like position as matron-mother to superintend home for business girls. Best of references. 4892 SURVEY.

AVAILABLE, mid-October, social worker experienced in settlement, playground, girls' organization work and director summer camp. Expert in group recreation. Address 4893 SURVEY.

INTERESTED in rural recreation. Trained teacher with rural, industrial and girl scout experience, will be available this fall for directorship of Center. Address 4894 SURVEY.

AMERICAN Woman, Protestant, experienced in institutional managemnet, Normal college graduate and graduate nurse, wishes superintendency of institution for children or adults. Would consider managing housekeeper position. 4895 SURVEY.

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YOUNG WOMAN, American, Protestant, single, age twenty-eight, of excellent health, college graduate with business and teaching experience, willing to travel. Cultured, tactful and trustworthy. First class references. 4901 SURVEY.

WOMAN EXECUTIVE seeks position. Experienced in industrial investigation and legislation; also in public speaking. Address 4900 SURVEY.

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